

Velindre NHS Trust – Childcare Voucher Success

A major supplier of healthcare at local, regional and national levels, Velindre NHS Trust believes that an effective Work-Life balance is vital for both the well being of its employees and the successful delivery of its services.

As a result, the trust now offers its 2800 strong staff a Childcare Voucher Scheme that employees with children aged 0-15/16 can use to help cover their childcare costs – giving parents instant savings of £70–90 per month in their pay. Not only does this improve morale, it also positions the Trust as an employer of choice, helping them to attract and retain highly valued workers.

‘The child care voucher scheme is an excellent initiative,’ says Paul Miller, Chief Executive, ‘and actually came from the staff themselves, who raised it as part of our Work-Life Balance planning. I am delighted we were able to respond to this request and even more delighted with the success of the scheme.’

Chwarae Teg supports the Trust’s Work-Life Balance initiatives, including the Childcare Voucher Scheme, by supplying training and consultancy services.

‘I can’t believe how easy the vouchers are to use,’ says one parent now using the scheme, ‘and I save money each month – I think it’s wonderful that the Trust has introduced them.’

Summary:

The WLB issue

- Recognise employees have varied childcare needs for their children up to the age of 15.
- Childcare vouchers allow staff more choice in the types of childcare they use in a way that is financially beneficial to them

The WLB Solution

Introducing Childcare Voucher Scheme by:

- Securing Senior Management buy-in
- Partnership working with employees and Trade Unions
- Briefing employees and managers

- Reinvesting savings from the scheme in more initiatives that will continue to improve the quality of work-life balance for all the Trust's staff