



Message from Medical Director and CEO

We have been waiting for NHS England to announce its pay awards. Rather than wait, we have decided to communicate our plans now. As we mentioned last month, these are really difficult times and we cannot increase pay by what we want or what our brilliant staff deserve.

As a minimum, all Fed staff will be paid the Real Living Wage which is £9.90 per hour. For everyone else, who is not on an Agenda for Change contract (see below), we will be awarding a 2.3% increase. This increase is affordable and means everyone will receive an increase.

The timing of when you will see your pay rise in your pay slip varies. For Urgent Care staff whose salary or package is made up of rates shown on the rota, this will be 1 November 2022 to match the pay rise in the same month last year. For everyone else the award will be paid in July (backdated to April which matches the month we awarded increases last year).

For those on Agenda for Change, the Department of Health determines the pay rise but this has not yet been announced. As soon as we are aware of the announcement we will ensure it is awarded and backdated appropriately.

Pride celebrations

Throughout June, Pride Month is celebrated in countries across the world, commemorating the 1969 Stonewall riots. These began when the LGBTQ+ customers at New York City's Stonewall Inn resisted police raids on their bar. In recent years, it has become a celebration of the rich diversity of LGBTQ+ communities, their families, friends and allies. Our aim to be a truly inclusive employer by allowing people to feel free to be themselves, regardless of sexual or gender identity and we recognise we still have more work to do. For more information & <https://www.stonewall.org.uk/>.

HMRC Mileage Rate

With the cost of fuel significantly rising, HMRC have reviewed their fuel reimbursement rate. The HMRC rate has been deemed as adequate to cover the current fuel cost and the wear and tear on your car. The rate remains at 45p per mile for the first 10,000 miles in a tax year. This rate can be paid free of tax and NI deductions. Anything over and above this rate would become taxable. The Fed has reviewed our reimbursement rates and will be remaining in line with HMRC.

Salary Sacrifice for NEST Pension

A reminder of the salary sacrifice option for those in the NEST pension – this can allow for a saving on tax & NI and therefore increasing your take home pay. Some key points:

- You don't have to increase your current pension percentage to benefit
- Salary sacrifice means you reduce your taxable and NI'able earnings, and so decreases your tax and NI contributions.
- The Fed will pass on the savings we make to your pension contribution, so your pension contribution is increased
- Contact our Payroll Officer for more info karen.mccormick@suffolkfed.org.uk

Debbie Catling is running a marathon

Debbie, a sister in the Minor Injuries Clinic in Felixstowe, is raising money for The Multiple Sclerosis Society by running this year's London Marathon. She has never run a marathon before so welcomes any support via [Debbie Catling is fundraising for Multiple Sclerosis Society \(justgiving.com\)](https://www.justgiving.com/Debbie-Catling-is-fundraising-for-Multiple-Sclerosis-Society)



Appraisals

You'll remember that we encouraged you to consider whether you felt an appraisal in 2021 would be helpful to you, or whether you would have preferred a more general and informal catch up with your line manager. This was to reflect the winter pressures that our services were under.

This year, our usual appraisal season will resume, running from October – December 2022. We are reviewing the process over the summer to allow the HR team to have a clearer oversight of appraisal goals & training requests, allowing a bigger focus on development as an Organisation. Further information to come!

Cervical Screening Awareness Week

Very Important Invitation team celebrated Cervical Screening Awareness Week 20-26 June and we wanted to share some of our wisdom with colleagues. Are you, a friend or family member worrying about your first screening test or putting off an overdue test? If so please send us an email, we can arrange for you to discuss your concerns with one of our health educators in confidence.

Did you know you can have your Cervical Screening test done in GP+ evening and weekends? You can request an appointment on our website, Facebook page or drop us an email and we will be delighted to help you book sgpfed.veryimportantinvitation@suffolkfed.org.uk.

On our website (<https://suffolkfed.org.uk/healthcare-services/cervical-screening/>) we have our top tips for attending your screening appointment. Also, why not check-out our video for awareness week on our social media channels. Remember if you need support we are here to help.

The Very Important Invitation team at the Suffolk Show



Need a quiet space to meet or work confidentially?

Debs Paternoster has revamped the ground floor staff room at Walton Clinic in Felixstowe. It's now a great space to either relax or get away for a quiet 1:1. It's a work free zone between 12 and 2pm for staff working in Walton but otherwise can be used by anyone.



Congratulations – 30 years' service at Unity

Maxine King and Nicola Ivins have celebrated thirty years helping the patients of Haverhill. Thank you!



Follow the Fed's socials!



<https://www.linkedin.com/company/suffolk-gp-federation1/>



<https://en-gb.facebook.com/SuffolkGPFed>

Need to talk?

- Our mental health champions: mhchampions@suffolkfed.org.uk
- The HR team: hr@suffolkfed.org.uk
- HR Manager: sarah.moody@suffolkfed.org.uk
- NSFT are offering mental health support for health and social care workers working in Norfolk and Suffolk. You can call the free and confidential emotional helpline on: 0300 123 1335 or you can email staffsupport@nsft.nhs.uk.

