

Information Governance

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Ref: FOI2018/4979

Date Received: 16th October 2018
Response Due: 13th November 2018.

12th November 2018

Dear,

INFORMATION REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000

We are now pleased to respond to your request for information under the FOI Act.

You asked:

Salary Loans

1. Does your organisation offer salary loans? **Yes**
 - a. If so, please state the name of your provider? **Salary Finance**
 - b. When did the trust go live with this service? **December 2017**
 - c. When does the contract end with your supplier? **No end date**
 - d. What is the annual cost to the organisation in 17/18? **£0**
2. Which staffing groups access salary loans i.e. nurses, medics, corporate staff etc? **The service is available to all staff.**
3. How many employees have signed up to this service? What is the employee split by staffing group? ie. nurses, medics, corporate staff etc.

1053 staff accessed the portal to the end of October 2018. There have been 202 applications, 64% of which were approved. We don't hold central records regarding the staff groups accessing the service.

Does your trust offer financial wellbeing advice?

The Trust doesn't offer financial wellbeing advice but does signpost to other organisations as appropriate. Similarly, if a member of staff goes through the process of applying for a salary finance loan but is unsuccessful, Salary Finance will offer financial advice. Salary finance also offer webinars regarding financial well-being which are available for all staff to access

- a. **If so, please state the name of your provider?**
- b. **What is the contract start and end dates?**
- c. **What is the annual cost to the organisation in 17/18?**

Salary Advances

1. Does your organisation offer faster salary payments? i.e. access to salary advances **No**
 - a. If so, please state the name of your provider?
 - b. When did the trust go live with this service?
 - c. When does the contract end with your supplier?
 - d. What is the annual cost to the organisation in 17/18?
2. What payment period is offered? ie. daily advances, weekly advances? **N/A**
3. Which staffing groups access the salary advances? **N/A**
4. On average, how many workers access this facility per week and per month? **N/A**
5. What is the cost to the workers to receive salary advancements? **N/A**

Salary Sacrifice

6. Does your organisation offer salary sacrifice schemes? **Yes**
 - a. If so, please state the name of your provider? Various. – **NHS Fleet Solutions, Vivup, Computershare**
 - b. When did the trust go live with this service? **NHS Fleet Solutions - 1st February 2017. We do not hold this information with regards to Vivup and Computershare.**
 - c. When does the contract end with your supplier? **NHS Fleet Solutions - 1st January 2021. We do not hold this information with regards to Vivup and Computershare.**
 - d. What is the annual cost to the organisation in 17/18? **£0**
7. What type of schemes does the organisation offer? ie. car parking, childcare vouchers, technology etc? **Lease Cars, Car Parking, Cycle to Work, Childcare Vouchers**
8. Has the organisation seen an improvement in staff retention or engagement because of the utilisation salary sacrifice schemes?
 - a. If yes, please provide further detail

we do not collect specific data to assess the impact of the salary sacrifice schemes on retention or engagement. This is one of many initiatives in place for staff to assist engagement and it is not possible to identify the impact of one initiative above others.

I trust that this information is helpful to you, however if you are not entirely satisfied with this response please do not hesitate to contact the Information Governance Department on 01257 488271. If we do not hear from you within 28 days we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Andrew Foster
Chief Executive

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If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Wrightington Hospital, Hall Lane, Appley Bridge, Wigan, WN6 9EP

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision. Generally the ICO cannot make a decision unless you have exhausted the complaints procedure at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF