

UNISON Freedom of Information Request

Employer Name	Birmingham and Solihull Mental Health NHS Foundation Trust
Number of staff directly employed	4600
Date of Return	25 September 2024

UNISON is conducting some research into childcare provision offered by NHS and other employers. Please can you answer the following questions listed below:

SUPPORT WITH CHILDCARE PLACES

1. Do you provide support for staff to access childcare places? (Tick all that apply)

Workplace nursery/creche	No
Directly contracted childcare places with an external provider	No

2. If you offer a workplace nursery, please answer the following:

It is run solely by your organisation?	Not Applicable
Run in partnership with other employers?	Not Applicable
What are the operating times of the Nursery?	Not Applicable
Are nursery staff directly employed on Agenda for change terms and conditions?	Not Applicable
Are staff using the nursery able to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	Not Applicable
Do you provide any free places?	Not Applicable
If yes please describe: Question 2 is not applicable as the Trust does not provide a nursery or creche, nor directly contracted places.	
Do you provide any discounted places?	Not Applicable
If yes please describe:	

Question 2 is not applicable as the Trust does not provide a nursery or creche, nor directly contracted places.

3. If you offer directly contracted childcare with external providers

Are staff allowed to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	Not Applicable
Do you fund any free places?	Not Applicable
If yes please describe: Question 3 is not applicable as the Trust does not provide a nursery or creche, nor directly contracted places.	
Do you fund any discounted places?	Not Applicable
If yes please describe: Question 3 is not applicable as the Trust does not provide a nursery or creche, nor directly contracted places.	

FINANCIAL SUPPORT FOR CHILDCARE COSTS

4. Do you provide childcare vouchers to staff who joined pre-2018?

If an employee joined a childcare voucher scheme or a directly contracted childcare scheme on or before 4 October 2018, they can keep getting vouchers or directly contracted childcare as long as:

- their wages were adjusted on or before 4 October 2018
- they remained with the Trust, and the Trust continues to run the scheme
- They do not take an unpaid career break of longer than a year
- They can take up to £55 a week of your wages, which you do not pay tax or National Insurance on.

- **How much they can take depends on the amount they earn and when they joined the scheme.**

Are staff allowed to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	Not applicable
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5. Do you make an employer contribution to your employees' government tax free child accounts?

No

If yes, please describe:

N/A

6. Do you provide any other kinds of support to help staff with the cost of childcare – for example an allowance?

No

If yes please describe:

N/A

NATIONAL MINIMUM WAGE AND ACCESS TO SALARY SACRIFICE

7. In the past year have you had to remove access to salary sacrifice arrangements linked to payment for childcare for any groups of staff in order to remain compliant with statutory minimum wage requirements?

No	
If answered yes, were you able to offer any mitigating measures?	Not Applicable
How many staff and which pay bands were affected? Not Applicable	