

Ref. No: 1155
Date: 21/08/24
Subject: Childcare provision for employed staff.

REQUEST & RESPONSE

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?	
Run in partnership with other employers?	
What are the operating times of the Nursery?	
Are nursery staff directly employed on Agenda for change terms and conditions?	Yes/No
Are staff using the nursery able to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	Yes/No
Do you provide any free places?	Yes/No
If yes please describe:	
Do you provide any discounted places?	Yes/No
If yes please describe:	

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?	Yes/No
Do you fund any free places?	Yes/No
If yes please describe:	
Do you fund any discounted places?	Yes/No
If yes please describe:	

FINANCIAL SUPPORT FOR CHILDCARE COSTS

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

Yes

Are staff allowed to use salary sacrifice arrangements to save on Tax and National Insurance Contributions?	Yes
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5. Do you make an employer contribution to your employees' government tax free child accounts?

No

If yes, please describe:

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:

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?	
How many staff and which pay bands were affected? 0	