



# Employee Benefits



# We will provide you with a range of benefits for working for us:



## Pay & Conditions

### Pay

We offer a competitive salary which is comparable with the NHS Agenda for Change.

### Annual Leave

We offer 7 weeks of annual leave, inclusive of public holidays.

### Holiday Purchase Scheme

Staff have the option to purchase up to 2 weeks of additional annual leave which can be deducted from your pay over a 12 month period.



## Pension Scheme

Our Pension Scheme is competitive and membership is automatic when you join us. As your employer, we pay a contribution of 6%, with a minimum employee contribution of 3%. Staff have the option to increase their own contribution.



## Travel Benefits

### Free Parking

We offer free parking to staff based at the Hospice.

### Cycle to Work Scheme

Get a brand new bicycle at a discounted rate and benefit from tax and national insurance savings by paying for it through your salary.



## Work/Life Balance

### Childcare

Save on the cost of childcare with our voucher scheme. Use part of your salary in the form of childcare vouchers to benefit from tax and national insurance savings.

### Flexible Working

Our range of flexible working options are designed to help you balance your work and home life.

### Occupational Maternity Pay

Our package includes 26 weeks full pay, 13 weeks statutory and 13 weeks unpaid. Criteria apply.

### Occupational Paternity Pay

Our package includes two weeks full pay. Criteria apply.



# Work/Life Balance

## Adoption Leave

Our package includes 26 weeks full pay, 13 weeks statutory and 13 weeks unpaid. Criteria apply.

## Shared Parental Leave

Entitlement to shared parental leave so that you can have more flexibility in how to share the care of your child in the first year following birth or adoption. Criteria apply.

## Parental Leave

Unpaid leave of up to 18 weeks for each child up to their 18th birthday. Criteria apply.

## Reservists

Support for you or those with close family members serving in the armed forces.

## Special/Emergency Leave

To support you at difficult times.



## Long Service Awards

Celebrating the loyalty of our staff is important to us. We recognise long service with a certificate and gift.



## Personal Development

### Appraisal

You will get regular time with your manager and a yearly appraisal to review your performance, set objectives and agree your personal development plan.

### Training, Education and Development

We offer a wide range of clinical and non-clinical training courses on site. Staff also have the opportunity to attend regional and national conferences and training off site.

### Mandatory Training and e-Learning

It is important that all staff are fully trained to undertake their duties.



# Health & Wellbeing

## Flu Vaccinations

Each year, we offer staff a free flu vaccination.

## Simply Health

Our staff have non-contributory access to Simply Health, our Employee Assistance Programme and benefits package which includes; 24/7 access to a GP, Counselling, Physiotherapy and financial contributions towards your optical and dentistry needs.

## Staff Counselling

We offer a free, confidential service by self-referral including an initial face-to-face appointment and the opportunity for you to talk through and address your current difficulties which may be work or home related.

## Death In Service

There is a non-contributory Death in Service payment of twice your annual salary that is paid to your designated family member in the event of your death whilst in employment.



## Ways to save

### Subsidised Staff Meals

Staff have access to a wide range of meal options at a reduced cost.

### Free Roll Friday

We offer all staff a free breakfast roll once a month. Options available to those with special dietary requirements.

### Discounts

You will also be able to access a range of national and local discounts for NHS employees or Blue Light Card.

