



# St Wilfrid's Hospice

**Work with us**

**Compassionate, Professional  
Progressive & Respectful**

## **Employee Benefits**

Our people and our values are at the heart of everything we do. Each and every day, all of our people contribute towards transforming end of life care in the local community, making a real difference to the lives of our patients and their families through the wonderful work that we do.

In this pack you will find a few ways we chose to say thank you to you and your loved ones along with ways we support and help you stay healthy in the workplace.

We are thankful for you and the work you do.

If you have questions or concerns please contact the HR Team who will be glad to help.

## Core Benefits

### Competitive salary

**Annual Leave** - As standard we offer 27 days annual leave plus bank holidays (pro-rata for part time employees)

**Pension** - We offer a generous contributory pension scheme with the option to increase contributions after successful completion of a six month probation period. Opt out is available.

*If you are an existing member of the NHS pension scheme there is the opportunity to continue your contributions if you meet the qualifying criteria.*

**Life assurance** - We cover up to x2 your salary from your first day of employment.

**Sickness Pay** - We offer occupational sick pay that increases based on your years of service.

**Enhancements and on-call allowances** - for unsocial and variable hours for certain eligible staff.

### Staff Support

**Clinical Supervision** - We provide a safe and confidential environment for our clinical staff to reflect on their personal and professional responses to the work that they do.

**Non-clinical Reflective sessions** - Processing the thoughts and emotions of everyday encounters is important for our non-clinical staff too. Our non-clinical reflective sessions provide an opportunity to share thoughts and feelings with others.

**Schwartz Rounds** - Our Schwartz Rounds provide an opportunity for us to come together monthly to reflect on the emotional and social aspects of working in healthcare focusing on a different subject each time.

**One to one meetings** - Our supervisors and managers provide support to their team members via regular one to one meetings, adding value to help our people perform well in their roles.

**Training and development** - We provide annual mandatory training for all employees to ensure we uphold our outstanding levels of care. We are passionate in ensuring people are continually developing their skills and experience in line with our 'Progressive' core value.

### Promoting good health and well-being

**Employee Assistance Programme** - Our EAP is a confidential helpline available 24 hours a day, 7 days a week to support our people and their immediate family members through any of life's issues or problems via information and counselling services.

**MHFAs** - We can provide a safe space to start a confidential conversation about your mental health and signpost you to the most appropriate support through our team of Mental Health First Aiders.

**Cycle to Work Scheme** - We offer the opportunity to purchase a bike or cycling equipment through a salary sacrifice scheme making savings on tax and national insurance contributions

**Occupational Health** - Referrals to Occupational Health services are available to our employees to prevent ill-health and provide support when they are ill.

**Annual Flu Clinics** - We run annual flu immunisations clinics to all of our people every year, free of charge.

**Eye Tests** - Our employees are entitled to reimbursement of an eyesight test fee and a contribution towards corrective spectacles for display screen equipment use.

### Work life balance

**Cinema discounts** - We have teamed up with Sodexo Filmology to provide our people with up to 40% off Box Office prices at Cineworld Cinemas

**Raileasy** - We are able to offer great savings on train travel through ticket splitting and best of all, every time you travel you will be helping to support the hospice.

**Family-friendly policies** - We offer Enhanced Maternity, Paternity and Adoption Pay after one year's service.

### Other benefits

**Free Uniform**

**Free DBS Checks** if required

**Work for a strongly values-based charitable organisation** providing care to the local community

**St Wilfrid's choir** open to staff and volunteers

**Opportunities to volunteer** at a range of events

**Regular staff and volunteer forums**