

Our Benefits

	<p>27 days annual leave plus recognised bank holidays – rising to 29 days after 5 years' service and 33 days after 10 years' service. We also offer the option of to buy or sell up to one week annual leave per year. <i>(Prorated for part time employees)</i></p>
	<p>Family friendly – We offer different types of enhanced maternity, paternity and adoption leave (<i>subject to eligibility</i>), as well as enhanced shared parental leave for parents who would like to share their leave and take time off in a more flexible way.</p>
	<p>Childcare Vouchers – via Gemelli (www.GemelliChildcareVouchers.co.uk; telephone 01280 851113) Childcare Vouchers offer you a Tax and NI efficient way of meeting some of your childcare costs. The scheme works on a salary sacrifice basis giving you the option to take part of your salary in the form of Childcare Vouchers to pay for childcare by approved childcare providers.</p>
	<p>Pension Scheme – We do our best to ensure your needs are met and so we offer a Group Personal Pension Plan (<i>provided by Scottish Widows</i>) which we will contribute to if you decide to join. NEST is our scheme provider selected for Auto – enrolment, which is the pension scheme set up by the Government. If you have been a member of the NHS Pension Scheme, you may be able to continue your contributions to that scheme during your time at Princess Alice Hospice.</p>
	<p>Employee Counselling Service Helpline – Our free confidential telephone counselling service is available to all employees (including members of your immediate family who permanently live with you). The service offers help and advice on a range of topics from managing stress to emotional support following a death.</p>
	<p>Cycle to work scheme –The scheme has been devised to give employee's access to the government's Cycle to Work Initiative, and to encourage staff to cycle to work. It provides a tax efficient way to obtain a bicycle and accessories up to a value of £1,000.</p>

	<p>Eye care – annual eye tests and contribution towards glasses required for screen work.</p>
	<p>Wellbeing – We provide a programme of activities, opportunities and guidance to inspire and support our employees to live a healthy life, at home and at work.</p>
	<p>Yoga classes – every week, for all employees and volunteers interested in this ancient practice that looks after body and mind</p>
	<p>Flexible working – Depending on your role start and finish times may be agreed between employee and manager around core hours. When possible we also offer part time working and other flexible arrangements.</p>
	<p>Training and development opportunities, including professional development</p>
	<p>Clinical supervision for clinical staff</p>
	<p>Travel to work loans</p>
	<p>Personal accident insurance</p>
	<p>In – house laundering of uniforms for clinical staff, plus excellent changing facilities (with showers)</p>
	<p>Hospice On site café / restaurant with discounts for employees</p>
	<p>Free Hospice on-site parking</p>
	<p><i>A beautiful setting and a friendly, welcoming working environment</i></p>