

Staff Benefits at St Gemma's Hospice

Working for the Hospice, whether it be at the main site, the retail hub or in one of our charity shops is rewarding and challenging. St Gemma's is a great place to work and offers flexibility, training and support, along with a variety of employee benefits.

Pension

We have a Hospice Group Personal Pension Plan. The minimum contribution for employees is 3%, with the Hospice contributing 5% a month.

Alternatively, if you are a clinical employee who is currently a member of the NHS Pension Scheme, or have contributed within the last 12 months, you are eligible to continue contributing to this scheme.

Holidays

The Hospice offers a generous holiday entitlement. Full-time employees receive 27 days holiday when they start their employment and length of service is rewarded with extra days' holiday (up to 33 days). This is in addition to public/statutory holidays and pro-rata for part-time staff.

We also have a Buying of Annual Leave Scheme which allows you to buy up to an extra week's worth of holiday.

Clinical staff who come to us directly from the NHS retain their continuous service entitlement for annual leave.

Death in Service Benefit

The Hospice provides death in service benefit for employees not in the NHS Pension Scheme. It pays out two times your basic salary in the event of your death whilst you are employed here.

Those in the NHS Pension scheme are covered by its own arrangements.

Maternity/Paternity Benefits

All pregnant employees, regardless of length of service, are entitled to paid time off to attend medical appointments and antenatal classes.

In addition to statutory entitlements, employees become eligible for St Gemma's Occupational Maternity or Paternity Pay Schemes after 12 months continuous service.

Working parents have the option to convert a portion of their Statutory Maternity Leave and/or Statutory Maternity Pay/Maternity Allowance into Shared Parental Leave (SPL) and Shared Parental Pay (ShPP) to share with their spouse/civil partner/partner/the child's father. Similar changes allow primary adopters, who have a child placed with them for adoption, to convert a portion of their Statutory Adoption Leave/Statutory Adoption Pay into SPL/ShPP.

Staff Support

St Gemma's is committed to providing support for its staff. We have an Employee Assistance Programme called Breeze, which provides a wide range of health and wellbeing services.

Services include;

- **GP Anytime** - A direct line to a doctor via phone or video chat, and prescriptions sent directly to your work or home address.
- **On-Demand Physio** - Provides consultations with a qualified physiotherapist via phone or video chat, together with a personal diagnosis and recovery plan.

- **Mental Wellbeing App** - Access to Thrive, the NHS-approved wellbeing app. Providing online CBT and support with meditation and mindfulness.
- **24/7 Counselling and Support** - A mental health and advice helpline that's available day and night offering support for stress, anxiety, bereavement, financial concerns and family issues.
- **Online Health Assessments** - Health and lifestyle assessments that provide clear recommendations supported by nutrition diaries, stress and fitness programmes plus video guides.
- **Home Assistance** - Personal assistance with household chores, local shopping and mobility for employees who need a helping hand at home after a stay in hospital.
- **PERKS** - rewards scheme offering over 4,000 deals and discounts from brands you know and love. It's a great way of helping your salary go further.

Simply Health Cash Plan

Claim money back towards everyday healthcare costs (dental, optical and a range of recognised therapies including physiotherapy and chiropractic) with the Simply Cash Plan. If you join the plan you also receive free cover for up to four of your children under the age of 18.

Employee Engagement Group

This group consists of elected representatives from all areas of the Hospice. It provides a means of communication and consultation between management and employees on all matters of mutual interest leading to enhanced relationships throughout the Hospice. It also leads on organising opportunities for staff social events.

Wellbeing

St Gemma's organise a variety of activities to encourage physical and mental wellbeing. These include a lunchtime walking group, choir, yoga, rounder, Irish dancing, massage sessions, 'coffee mate' and weekly 'catch up with cake'. In addition, we hold Staff Conferences, Wellbeing Days and staff social events.

Wellbeing is supported through clinical supervision for those in qualifying clinical posts. In-house support can be provided for all by the Spiritual Care and Bereavement teams.

There are a number of reflective and peaceful spaces throughout the Hospice and its gardens that staff are encouraged to use.

Car Parking

The Hospice has free on site car parking for visitors, volunteers and staff. If the car park is full, employees can park in the surrounding streets - parking here is free, unrestricted and in a relatively safe, residential area.

Subsidised Meals

Staff benefit from discounted prices in our Bistro area which offers a wide variety of snacks and meals throughout the day.

Beverage Scheme

Staff are able to join the beverage scheme which provides unlimited hot drinks and filtered water for £10 per month (pro rata for part-time staff).

Learning & Teaching

All employees are encouraged to continuously develop their skills and update their knowledge in order to make the best possible contribution to the Hospice. Line managers are responsible for

discussing performance with their employees and identifying where further support and training may be needed. Everyone is encouraged to have a development plan which links with Hospice objectives. St Gemma's provides a comprehensive programme of in-service training for clinical and non-clinical staff and funding is also available for attendance on external training courses and conferences where appropriate.

Further Information

If you have any queries or require further information please do not hesitate to contact the Hospice's HR Department.