

## Employee Benefits

We're delighted to offer a wide range of benefits to employees including:

- Access to health and wellbeing services
- Childcare vouchers
- Car leasing
- Access to the NHS discounts for clinical staff
- Buying additional annual leave
- Flexible working options
- Leadership training and development, and a wealth of learning and practice development opportunities for both clinical and non-clinical staff

### Contractual Benefits

#### Annual leave

We offer a minimum of 25 days a year, plus eight bank holidays. The Trust also offers a Long Service Annual Leave Award after 10, 15 and 25 years' service. In addition, we also offer the opportunity to buy or sell up to one weeks annual leave per year. Criteria apply.

#### Pension Scheme

St Barnabas Hospice offers its employees either a generous contributory pension scheme or the opportunity of continuing a NHS pension scheme.

#### Occupational sick pay

The Trust offers an above statutory occupational sick pay scheme for employees who have passed their probationary period. Criteria apply

#### Death in Service Benefit

Employees actively enrolled in the NHS Pension scheme qualify for death in service benefits through the NHS pension scheme. All other employees are entitled to death in service insurance cover at 2x the individual's gross salary.

### Family friendly benefits

#### Childcare vouchers

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 and use the vouchers to help pay the costs of childcare. Please note, from October 2018 the government is closing all childcare voucher schemes to new applicants. Employees will then have the opportunity to register for the governments Tax-Free Childcare scheme.

#### Flexible working

Our range of flexible working options are designed to help you as a parent or carer balance your work and home life.

#### Occupational maternity pay

Our occupational maternity pay package includes eight weeks full pay, 14 weeks half pay, 17 weeks statutory and 13 weeks unpaid. Criteria apply.

#### Paternity leave

Ordinary paternity leave entitlement is two weeks leave at full pay to be taken within eight weeks of the baby's birth. Criteria apply.

#### Adoption pay

Our occupational adoption pay package includes eight weeks full pay, 14 weeks half pay, 17 weeks statutory and 13 weeks unpaid. Criteria apply.

### **Shared parental leave**

You have an 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.

## **Other Employee Benefits**

### **Reward and Recognition scheme**

Nominate a colleague for a job well done or for demonstrating our values by sending them one of our thank you cards or recommending them for a certificate presented by a member of the Executive team. The Trust also holds an annual awards celebration celebrating individual and team successes.

### **Long Service Awards**

Employees who have been with the Trust for over 20 years receive a gift at a presentation event in recognition for their service.

### **Health and wellbeing**

Having a healthy workforce is important to us. We offer a number of services to staff including:

- Meditation and mindfulness sessions
- Occupational health services.
- Counselling Support
- Wellbeing days and events for staff and volunteers
- Free eye tests

### **Training and development**

Helping you develop in your role and as an individual is important to St Barnabas. We offer a broad range of training and development opportunities throughout your career, whether you work in a clinical or non-clinical role. We are happy to discuss access to external training courses, including degree or masters level modules. Criteria apply.

### **Social Events**

There are numerous opportunities to become involved in any social and fundraising events across the county. This includes staff and volunteers.

### **Staff Lease Car Scheme**

Permanent staff who complete a certain amount of business mileage a year may apply for the Trust's lease car scheme. Criteria apply.

### **Free Uniforms**

All initial and new uniforms for clinicians, catering and domestic staff are paid for by the Trust.

### **Free DBS checks**

All initial and ongoing DBS checks are paid for by the Trust.

### **Local Benefits**

At some local sites across the Trust, there is the opportunity to purchase subsidised meals and refreshments from our kitchens. There is also free parking at some local sites. Staff and volunteers also have the opportunity to purchase goods from our charity shops.

### **Halfords Trade Card**

Available to obtain discount on selected Halfords products and services.

### **Supportive Employer**

We are proud to display our Mindful Employer, Age Positive and Disability Confident badges.