Employee Benefits Statement

Come and join Team St Clare and this is what you will get:

A job to be proud of

Working for St Clare Hospice is a highly rewarding experience. All of our staff make an important contribution to the great work we do. We are not all the same and the differences in who we are, the way we think and the experiences we bring is one of our greatest strengths and enables us to care for everyone.

Our highly valued local charity providing specialist palliative care and support in West Essex and Hertfordshire improves the lives and deaths of thousands of people each and every year.

Financial benefits

- **Competitive salary*** – benchmarked against the market rate (NHS for clinical roles) and including a High Cost Area allowance
- **Annual progression** – on salary bands which are reviewed each year
- **Pension** – generous contributory pension scheme or option for continuation in the NHS pension scheme for eligible staff
- **Life Assurance** – 3x salary paid in the event of death for eligible employees up to age 75
- **Discounts** – including Blue Light card offer

Career development

We are committed to your personal and career development and want to support you to make the most of the opportunities available.

- Comprehensive induction programme
- Frequent one-to-ones and annual appraisal
- Regular training and development opportunities, including externally funded courses if appropriate
- Specialist Palliative training for clinicians
- Established career development roles/paths including Apprenticeships, Nurse Associates & other development roles supported

Work Life Balance

How we can support you in achieving a work-life a balance is important to us. We want you to enjoy your work and any opportunities offered but also take time out to relax and be with your family and friends.

- **Generous holiday entitlement*** – benchmarked against the market rate and increased with length of service.
- **Flexible working** – a range of flexible working arrangements including hybrid, part time, compressed hours, job share etc, depending on your role
- **Family friendly policies*** – including enhanced maternity, adoption and paternity pay as well as range of other generous leave entitlements
- **Social activities** – opportunity be involved in our social and fundraising activities

Wellbeing

We want to help you to look after yourself and provide wellbeing options for you.

- **Employee Assistance Programme** – a free 24/7 confidential service, offering unlimited access to advice, information, coaching and counselling where appropriate
- **Health Plan** – 24/7 access to GP, money towards dental, eye care & medical treatments & products
- **Mental Health First Aiders** – Trained staff to support and signpost for relevant support
- **Nurturing Culture** – with inclusive teams and supportive managers
- **Employee voice** – opportunities to provide feedback via surveys, focus groups, team meetings, freedom to speak up guardians

Free parking & subsidised lunch on main site

*pro rata benefit