



## Summary of Employee Benefits

Benefit Type	What you will receive	When you are eligible
<b>Recognition of the NHS Pension Scheme:</b>	Employer contribution is 14.3% of salary and in accordance with the NHS Scheme Rules.	As soon as your employment commences.
<b>Stakeholder Pension Scheme</b>	Employee contribution is 1% of salary and the employer contribution is 2% of salary making a total of 3%. This contribution may be increased in 1% increments, up to a maximum of 6% employee contribution and 7% employer contribution. For further details on the pension scheme or revising your contribution please contact HR.	Enrolment takes place with your third salary
<b>Death in Service Benefit</b>	All employees are covered by 2.5x annual salary. Employees covered by an NHS pension scheme, benefit from the schemes own death in service at 2x annual salary with an additional 0.5 provided through SSC scheme.	As soon as your employment commences.
<b>Edenred Childcare Vouchers</b>	Via a salary sacrifice scheme employees don't pay tax or National Insurance on childcare vouchers up to the value of £55 a week, meaning each working parent can save around £1,000 a year	As soon as your employment commences.
<b>Employee Assistance Programme</b>	Offering free counselling support over the phone and face to face, on a wide range of work, family and personal issues. Support is offered 24 hours a day, 365 days a year.	As soon as your employment commences.
<b>Sick Pay</b>	Employees are eligible to 1 week full pay with under 3 months service, 1 month full pay with between 3 and 12 months service, and 3 months full pay and 3 months half pay for over 1 year's service.	As soon as your employment commences.



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<p><b>Annual Leave</b></p>	<p>All staff receive 27 days paid annual leave plus public holidays</p> <ul style="list-style-type: none"> <li>• After 5 years' service, entitlement increases to 29 days each year.</li> <li>• In the 5<sup>th</sup>, 10<sup>th</sup>, &amp; 15<sup>th</sup> year of service an extra 2 weeks annual leave is awarded (for those years only)</li> </ul> <p>The holiday year will run from 1<sup>st</sup> April to 31<sup>st</sup> March.</p>	<p>As soon as your employment commences.</p>
<p><b>Mandatory Training</b></p>	<p>We provide mandatory training to all staff, which includes, safeguarding, fire safety, moving and handling, which is updated every year.</p>	<p>As soon as your employment commences.</p>
<p><b>Professional Development</b></p>	<p>The employee can apply for funding / study leave for training which may be appropriate to the needs of the service and in line with the individual's professional development/appraisal objectives.</p>	<p>Normally after completion of probation period.</p>
<p><b>Eye Care</b></p>	<p>Contribution towards eye sight tests for those regularly using display screen equipment</p>	<p>As soon as your employment commences.</p>
<p><b>Option to Buy Fresh Cooked Food</b></p>	<p>If you work at either of our hospices, you have the option to pay for a freshly-cooked main meal, including dessert, which is prepared by our in-house cooks.. Other meal options also available.</p>	<p>As soon as your employment commences.</p>