

# Employee Benefits Overview

Rennie Grove Peace Hospice Care is a charity providing care and support for adults and children with a progressive life-limiting illness, and those who care for them, in Buckinghamshire and Hertfordshire.

At Rennie Grove Peace, we are committed to creating a workplace where our staff can develop their careers and make a real difference.

## Financial benefits



- **We offer competitive salaries**  
All roles are benchmarked against the external market and against the NHS pay structure for Clinical employees.
- **Plan your future with our Pension scheme options**  
Standard Life scheme with matched contributions; up to 7% (with a min of 4% employee contribution) or options for continuation in the NHS pension scheme for eligible staff.
- **Protected with Life Assurance**  
2x salary paid in the event of death for eligible employees up to age 75.
- **Family friendly policies\***  
Including enhanced maternity, adoption and paternity pay.
- **We pay professional registration fees for employees in clinical roles**
- **We reimburse your travel expenses**  
All in catchment travel paid for eligible employees (subject to HMRC rules).
- **Additional employee discounts available including**  
Retail, entertainment and services discounts, including the Blue Light Card.

## Flexible working



Achieving a work-life balance is important. We want you to enjoy your work and take valuable time out to relax and be with your loved ones. We enable this through the following:

- **Flexible working**  
Including hybrid, part time, job share (depending on role requirements).
- **Generous holiday entitlement\***  
27 days per annum, plus bank holidays. Increasing to 30 days at 5 years and 33 days at 10 years' service.
- **Birthday leave\***
- **Religious holidays**  
We are mindful of individual requests.

## Wellbeing



Your health and wellbeing is important, and we offer you options to support you in maintaining your health.

### Health Cash Plan\*\*

- Rennie Grove Peace funded membership for you and up to four children.
- Membership can be extended to include your partner, at the employee's expense.
- Including financial support for health screening, prescriptions, dental/optical, diagnostic tests/consultations, physiotherapy, chiropody, complementary/alternative therapies, as well as virtual GP services and discounted health club membership (subject to eligibility).
- Employee Assistance Programme – free 24/7 confidential service, offering unlimited access to advice, information, coaching and counselling, where appropriate.

## Career development



We are committed in supporting your personal growth and development and we provide a range of opportunities, including:

- Comprehensive induction programme to help you settle in quickly.
- Regular development conversations with your Line Manager.
- Training and development opportunities including externally funded courses and coaching, where appropriate.
- Specialist palliative training for clinicians and non-clinicians.
- Clinical supervision training and mentoring for clinicians.
- Protected and dedicated time given to learning and developing.
- Employee Voice – fantastic opportunities to join collaborative focus groups.
- Opportunity to develop through our exciting programme of fundraising events and social occasions.

