



Children's Hospices Across Scotland

A Life Changing Career

We want CHAS to be one of the best places to work. That's why we create a working environment that allows our employees to thrive through positive and fulfilling experiences.

Our Values

1. **Time is precious.**
2. **We are courageous.**
3. **With love and compassion**
4. **We play as one team**

Benefits of a Care Career with CHAS

Some of the fantastic benefits we offer include:

- Regardless of your professional role in our wide ranging multidisciplinary clinical and care team – you will be able to deliver exceptional, holistic and person-centred care and support to children and families.
- Opportunities to develop skills working in a variety of settings – hospices, community and hospital.
- High staff ratios
- The opportunity to work within a multi-disciplinary team which includes volunteers.
- A robust induction programme and regular group clinical supervision sessions
- An extensive in-house person-centred training programme for clinical and care colleagues
- Opportunities to attend external training courses and conferences
- Secondment opportunities for a varied career
- Development opportunities for career and leadership progression
- Annual incremental salary progression and shift allowance
- 12 x 12.5-hour shift pattern over four weeks for nursing colleagues
- The opportunity to continue paying in to existing NHS pension schemes (subject to eligibility), or membership of the Local Government Pension Scheme
- 35 days annual leave, increasing progressively to 40 days after five years' service

For applicants coming to CHAS from an existing NHS post, your accrued annual leave entitlement will be honoured, up to 40 days (CHAS maximum entitlement).

- Enhanced maternity, paternity and adoption leave pay (subject to eligibility)
- Enhanced sick pay increasing progressively to 26 weeks at full pay and 26 weeks at half pay after 6 years` service
- Life Assurance
- Employer Supported Volunteering
- CHAS prioritises wellbeing and resilience and has a range of psychological supports available for all involved in delivering care
- Health and wellbeing support and flexible working options
- Peer support networks
- Access to a 24-hour Employee Assistance Program
- Free parking at all sites
- Employee Referral Scheme
- Access to Blue Light and other NHS Staff Benefits - savings and special offers on Travel, Health, Fitness & Beauty, Finance & Legal; Food & Drink and many more