



# Staff Benefits



**Cycle to Work Scheme**  
Offered through a salary sacrifice scheme.



## Company Sick Pay

Eligible after 6 months service and entitlements increase with length of service.



## Pension Scheme

You are automatically enrolled into our Pension Scheme in which the company makes contributions of up to 12%.

## Paycare

### Pay Care

Employee Pay Care Cash Plan, the hospice will pay for Level 1 on the Pay Care Cash Plan, you can reclaim the costs for everyday healthcare.



## Annual Leave

Holidays starting at 35 days per annum (including Bank Holidays) increasing with length of service.



## Learning and Development Opportunities

Annual performance discussions along with fantastic training and development opportunities.



## Life Assurance

Life Assurance (2.5x basic salary) to be paid to nominated beneficiary. *(Upon completion of probation).*



## Dougie Awards

Our Dougie Awards recognise and celebrate staff achievements.



## Free Parking

Free parking available at both our hospice sites.



## Buy & Sell Annual Leave

The opportunity to buy and sell annual leave.



## Paid Uniform / DBS

Paid for uniform or DBS for applicable roles



## Inclusive policies

Inclusivity is important and we strive for our policies to reflect this.



## Paycare Counselling & Helpline

Free 24-hour confidential telephone counselling helpline, providing support you require and help with a whole range of issues.