

## ROWCROFT HOSPICE EMPLOYEE BENEFITS

Rowcroft Hospice is a special place to work. You will be part of a close knit team, where you are recognised for your individual contribution and have a real opportunity to make a difference every day.

If you choose to join us, you will receive the following benefits in addition to a competitive salary:

### Financial

- Workplace pension scheme. NHS Pension Scheme members employed in a health or social care role may be eligible to apply to continue in this scheme subject to T&Cs
- Free on-site parking
- Death in Service benefit

### Health and Wellbeing

- 27 days annual leave plus bank holidays increasing to 33 days + bank holidays after 10 years' service. Applicants to Health & Social Care roles who are currently employed by the NHS can transfer to Rowcroft's holiday scheme on their current holiday entitlement
- Simplyhealth Cash Plan Scheme
- Access to face to face or telephone counselling support and in house support specialist
- Proactive absence management support. Occupational sick pay scheme up to a maximum of 3 months full pay, 3 months half pay after 3 years' continuous service
- Family friendly benefits, e.g. enhanced Maternity Pay dependent on length of service, Paternity leave, Parental leave, Shared parental leave
- Complementary therapies (for nominal cost on a sessional basis)
- Small gym, when not in patient use
- Cycle2work Scheme

### Development

- Personalised induction programme for all new employees, including a Welcome Day
- Training and development opportunities
- Annual performance appraisal and an agreed personal development plan
- Regular one to one meetings with your manager

### Communication

- Employee survey, staff forum, newsletters, regular all staff updates, team meetings
- Bright Ideas suggestion scheme
- Numerous opportunities to become involved in social and fundraising events