

Staff Benefits

Financial

- Competitive salary
- Workplace pension scheme with Standard Life. NHS Pension Scheme members may be eligible to apply to continue in this scheme subject to T&Cs

Health and Wellbeing

- 27 days annual leave (plus bank holidays), increasing by 1 day each year after 5 complete years' service to a maximum entitlement of 33 days after 10 years' service (pro rata for part- time staff). Continuous NHS, Hospice and Local Authority clinical service is transferrable
- Occupational sick pay scheme up to a maximum of 3 months full pay, 2 months half pay after 2 years' continuous service
- Occupational health service access, provided through Optima Health
- Family friendly benefits, e.g.:
 - Enhanced Maternity Pay – dependent on length of service, and time off to attend ante-natal appointments.
 - Paternity leave for staff who have or expect to have parental responsibility for a child
 - Parental leave – unpaid (1)
 - Shared parental leave (1)
 - Special leave – for family and domestic emergencies
- Simplyhealth Cash Plan Scheme, for discounts on certain health expenses

Health and Wellbeing (continued)

- Staff counselling support for work and home-related issues
- Complementary therapies (for nominal cost on a sessional basis)
- Small gym, when not in patient use
- Cycle2work Scheme - a salary sacrifice initiative

Support

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

Communication

- Staff evaluation surveys and staff communication forum, to help communicate and consult with staff
- Bright Ideas suggestion scheme with gift vouchers awarded for successful ideas
- Regular newsletters and updates

General

- Free on-site parking
- Refreshments for small monthly amount and subsidised lunches
- Numerous opportunities to become involved in social and fundraising events

(1) for staff who meet the criteria