

Purpose
and growth

Emotional
and mental
wellbeing

Financial
wellbeing

**Active
Benefits**
to support
our **Staff and
Volunteers**

Digital
balance

Connections
and community

Physical
health

Active Benefits to support our Staff and Volunteers

Pilgrims recognises that there are many factors which influence our sense of wellbeing, including a good work-life balance, feeling a sense of achievement and contribution from their work, receiving effective support, development and recognition.

To demonstrate our ongoing commitment we provide an extensive range of body, spirit and mind benefits that actively support the health and wellbeing of all our staff and volunteers. For more information, please contact the HR Directorate.



Emotional and mental wellbeing

As a Mindful Employer we have signed the Charter to confirm our commitment to supporting people suffering from mental health conditions and help to alleviate causes of stress within the workforce where possible. We therefore provide access to the following:

- Organisational Mental Health First Aiders
- Wellbeing Champions
- Clinical supervision
- Reasonable Special Leave Allowances
- Lone working support
- A 24/7 counselling and confidential support helpline
- Access to a dedicated Employee Assistance Programme
- Access to professional occupational health services, including annual flu and vaccination clinics
- Mindfulness and Resilience training workshops
- Effective staff de-brief sessions

Digital effectiveness and digital balance

We recognise that technological advancements make it difficult for people to be 'off the clock' and we also recognise how frustrating IT systems can be at times. We therefore support staff to achieve the right digital balance and provide access to the following:

- Effective IT training and support to improve IT efficiency/time-saving tips
- Our Intranet system SharePoint – aimed at reducing the number of emails
- Self service access to the Select HR system, enabling employees to keep their personal details updated and do a range of automated activities such as holiday requests and reviewing payslips
- Flexible working
- No expectation of routine long-hours working
- Staff discount with the O2 network.
- Generous annual leave allowances, including the option to purchase additional annual leave
- Access to Health and Wellbeing Apps including Headspace
- A robust Social Media policy, to support staff in using social media effectively and suggestions to help fill your newsfeed with positivity.

Active Benefits to support our Staff and Volunteers

Physical health

As a health and social care organisation we recognise that the physical demands on a number of our staff can be considerable. We therefore provide access to the following physical health support:

- Cycle to Work Scheme via our Payroll Department, enabling individuals to purchase a bicycle and all of the required safety equipment,
- Healthy eating with access to healthy subsidised meals and free fruit
- Complimentary Therapy sessions facilitated through volunteers
- Discounted memberships to local health-related organisations

Connections and community

We recognise the value of connectivity within our organisation and externally and value the importance of giving individuals a voice, ensuring individuals are listened to and creating mechanisms for effective communication up, down and across the organisation. This includes:

- Local Management Teams – a formal mechanism to ensure effective communication across our staff and volunteer workforce
- Workforce surveys to support staff and volunteer engagement and give individuals an opportunity to tell us about how they feel about working for Pilgrims'
- Staff and Volunteer 'Thank You' events which allows annual celebratory activities such as Staff Christmas Lunches, and Summer Barbecues.



Active Benefits to support our Staff and Volunteers

Financial wellbeing

We recognise that financial health is becoming more and more important for people generally; to support our staff we offer the following:

- Free onsite parking available to staff and volunteers
- Competitive salaries
- Discounts within the McArthurGlen Outlet centre.
- Free legal support with Will preparation and writing for staff/ volunteers and their spouses
- 15% Discount off legal fees with Girlings Solicitors
- Enhanced maternity Pay
- Enhanced occupational sickness absence schemes
- Two times salary life assurance for group pension members
- Eyesight tests and a contribution of £50 towards glasses
- Access to contributory pension schemes including Standard Life and NHS Pensions (for existing members)
- Interest-free season ticket loans
- Access to Blue Light discount cards

Girlings
SOLICITORS

Ashford
Designer Outlet

A McArthurGlen Property



Purpose and growth

We recognise that individuals who have a sense of achievement and contribution will feel more connected with the organisation and are likely to have greater job satisfaction during their time with us. To support this we provide access to the following:

- Fantastic training and development opportunities up to and including Masters-level qualifications access to NHS Leadership Academy.
- Staff and Volunteers Annual CODE Recognition Awards
- Annual Workforce Engagement Surveys
- Long service awards
- Access to 360 appraisals (dependent on the role)
- Annual Personal Development Review and Education and Training Plans
- Sabbatical arrangements (conditions apply)
- Secondment opportunities and rotational programmes with external partner organisations
- Access to coaching and mentoring schemes.



Find out more about
our work and other ways
you can support us.

Email: eastkent@pilgrimshospices.org

Visit: www.pilgrimshospices.org  [pilgrimshospices](https://www.facebook.com/pilgrimshospices)  [@PilgrimsHospice](https://twitter.com/PilgrimsHospice)

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