

Benefits Summary

Pilgrims Hospices is a great place to work, develop a career and feel engaged by delivering a role that makes a real difference in the East Kent communities we work in. To help candidates make an informed choice when considering employment with us, we have summarised below our main benefits, and some of the smaller perks of working with us.

Salary

The salary for this role is £25,217 per annum or £12.09 per hour.

Paid Holiday

6.8 weeks per year, inclusive of public holidays.

Occupational Pension Scheme

We operate a defined contribution group pension scheme and make and employers contribution equivalent of 6% of gross pay into this scheme alongside and employee contribution equivalent of a 2% from your pay.

or

If you are a member of the NHS Pension Scheme and have contributed in the 12 months prior to commencement of employment, you are eligible to continue contributing to the NHS Pension Scheme. You will receive an employer's contribution of 20.6% of gross pay, alongside your employee contribution (rate dependant on hours and salary level).

Occupational Sick Pay

Length of Service	Full Pay	Half Pay
0 – 12 months	2 weeks	2 weeks
Over 1 year	4 weeks	4 weeks
Over 2 years	8 weeks	8 weeks
Over 3 years	12 weeks	12 weeks

Enhancements

Unsociable hours worked are remunerated with the following enhancements:

- +50% for hours worked between 8pm and 6am and on Saturdays, Sundays or public holidays

Enhanced Maternity Pay

Pregnant employees who have worked for Pilgrims Hospices at least 12 months at the 15th week before the expected week of childbirth, will be entitled to:

8 weeks' full pay, 18 weeks of half pay and 13 weeks at Statutory Maternity Pay.

*The 26 weeks of Enhanced Maternity Pay is inclusive of SMP

Other Benefits

- Special Leave
- Training opportunities, supported by Study Leave
- Free tea / coffee for staff
- Free parking on site
- Subsidised meals (currently £2 per meal).