

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 basic salary for this role is currently benchmarked against the Doctors and Dentists pay and conditions Circular (4/2023R) and is paid at the full-time Consultant rate of £93,666 - £126,281 gross per annum (depending on years' experience).

We offer incremental increases through pay step progression, based on the length of service within each pay band and we recognise relevant experience already served within other organisations.

Paid Holiday

8 weeks per year, inclusive of public holidays.

Occupational Pension Scheme

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 23.7% of gross pay, alongside your employee contribution (rate dependant on hours and salary level).

or

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

Occupational Sick Pay

Staff are entitled to occupational sick pay at the following rates:

| 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

Any additional hours worked may be taken as TOIL or paid in addition. Hours worked on weekends or bank holidays attract an enhanced rate of time-and-a-third.

2nd On-Call / Intensity

For participating in the 2nd on-call rota, this role attracts an Intensity Supplement of 3% of the gross full-time equivalent wage.

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

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