

# 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

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.

## Overtime

For roles providing direct clinical care on our inpatient units, any additional hours worked are paid at a rate of +50% (time and a half).

## Paid Holiday

6.8 weeks per year, inclusive of public holidays for Bands 2-4

## Occupational Pension Scheme

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.

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

Unsocial hours worked are remunerated with the following enhancements:

### For Bands 2 and 3

- +33% for hours worked between 8pm and 6am or on Saturdays
- +66% for hours worked on Sundays or public holidays

### For Bands 4 to 8

- +30% for hours worked between 8pm and 6am or on Saturdays
- +60% for hours worked on 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 18 weeks of half pay is paid in addition to any Statutory Maternity Pay

## 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).
- Cycle to Work scheme
- Access to Blue Light Card (subject to an annual payment of £4.99)