

## The benefits of working at St Catherine's Hospice

Driving our wonderful workforce is the knowledge that each and every role at the hospice plays an important part in delivering safe, quality and personalised care to patients and their loved ones at an extremely poignant time in their lives.

We recognise that we are extremely fortunate to have an excellent team of highly professional, dedicated and caring staff who are passionate about working for St Catherine's Hospice and motivated by making a real difference to the communities we serve.

**In return for your hard work and contribution, St Catherine's Hospice is proud to offer employees:**

❖ **Excellent training and development opportunities, including support to undertake professional qualifications and academic study**

St Catherine's Hospice is proud of the significant opportunities it makes available for professional development and training across all roles. It is a commitment to help you grow your career by providing support to undertake professional qualifications along with opportunities to maintain and develop your skills.

❖ **Competitive salaries**

Our salaries are benchmarked on an annual basis to the local hospital trusts and other similar organisations to ensure we remain competitive for the recruitment and retention of staff.

❖ **An exceptional reputation in the local community and beyond**

St Catherine's Hospice celebrated its 30<sup>th</sup> anniversary in 2015 and is a thriving business and charity in the heart of Central Lancashire. St Catherine's serves a population of around 380,000 people, across the Lancashire areas of Chorley, Longridge, Preston and South Ribble.

St Catherine's helps around 2,000 patients every year and touches hundreds more – both in Central Lancashire and beyond - through the experience of their loved ones. Our services are provided by around 200 outstanding hospice employees, both full and part-time, offering their own unique skills to make a diverse and talented team. The majority of the workforce is made up of nurses, consultants and doctors in palliative medicine, as well as social workers, physiotherapists, occupational and complementary therapists. They work alongside fundraisers, the housekeeping team, catering staff, maintenance workers, administration staff and many more to ensure St Catherine's Hospice is there for our patients both today and in the future.

We're helped by around 700 enthusiastic volunteers, who give their time tirelessly in all manner of roles, from assisting in our kitchen, manning the tills in our shops, lending a hand at our many fundraising events, and much, much more.

We help people with a range of medical conditions, not only cancer and around 50% of people return home from St Catherine's Hospice after receiving care.

We have 18 charity shops, including dedicated furniture, book and bridal stores, ladies' fashion boutiques, a Superstore, and gift shops in the hospice reception and at The Mill Cafe, as well as an on-site Donation Centre where people can drop off their pre-loved items.

❖ **A fully supportive team approach and an 'open door' policy**

We aim to offer a safe and supportive working environment for all our staff. We pride ourselves on being able to allow our care staff more time to interact with our patients, carers and families as they provide a specialised standard of completely personalised care.

❖ **Being part of a team with high ethical standards and a commitment to the values we hold: caring, compassionate and committed**

We want everyone in Central Lancashire facing life-shortening illnesses to experience quality of life, to the end of life. Wherever possible we want people to live and die where they wish to be and for families to have opportunities to remember and reflect together. We believe this can be achieved by individuals, organisations and communities working together and where individuals, friends, families and neighbours have the opportunity and resources to help one another.

❖ **Excellent subsidised staff meals**

The hospice employs a team of qualified chefs who produce hearty and wholesome meals from locally sourced, seasonal produce.

❖ **Free car parking on site and easy access**

The hospice provides free car parking to all employees on site and close to the hospice building. The hospice is in an excellent location, being situated to the south of Preston, within easy reach of the M6, M61 and M65 motorways.

❖ **Beautiful surroundings**

The hospice stands in 1.5 acres of tranquil grounds with manicured lawns and the Lostock River running through it.

❖ **Childcare vouchers**

The hospice is part of the KiddiVouchers scheme which provides an easy way for working parents to save on the cost of childcare.

❖ **Cycle to Work Scheme**

To promote healthier journeys to work and reduce environmental pollution, the 1999 Finance Act introduced an annual tax exemption, which allows employers to loan cycles and cyclist's safety equipment to employees as a tax free benefit. The exemption was one of a series of measures introduced under the Government's Green Transport Plan.

❖ **Free uniforms**

All employees who are required to wear a uniform as part of their work will be provided with a full complement of uniform free of charge.

❖ **Pension scheme, including continuation of an NHS pension**

St Catherine's Hospice offers those with a current NHS pension scheme the option to remain in the scheme. We also offer a stakeholder pension scheme where employees contribute 6% of their salary and the hospice will contribute a further 8% which is exceptionally competitive. The hospice also offers an auto enrolment scheme for staff who would prefer to contribute a lower amount.

❖ **Annual leave entitlement**

All full time staff receive 36 days annual leave (inclusive of Bank Holidays) for a full year's entitlement. Part time staff receive a pro-rata amount of annual leave in line with the number of hours they work.

## **HEALTH AND WELLBEING**

Together with all the benefits that are listed above, the hospice also provides a variety of health and wellbeing services for staff with the aim of promoting, maintaining and improving health in the workplace. We provide the following services:

- ❖ Pre-employment health screening
- ❖ Access to physiotherapy, complementary therapy and counselling services
- ❖ Annual flu vaccinations
- ❖ Management of referral following sickness and absence
- ❖ Health and wellbeing booklet with general information and contacts
- ❖ Access to Kinesio taping
- ❖ Advice regarding ill health retirement
- ❖ Health checks
- ❖ Access to The Therapy Company, based at The Mill café and community hub
- ❖ Sick pay – dependent on length of service

