

Teesside
HOSPICE



Joining Team Teesside:
Unlock your Hospice Hero Rewards



We're bringing people together. From patients, family and friends to our clinical team, counsellors, staff, volunteers and our fundraisers. We make sure that everyone gets to live well until the very end.

We offer a Hospice Hero rewards package for our staff; consisting of competitive pay, generous annual leave, an employee assistance programme and more. We also offer various benefits via salary sacrifice, providing tax and national insurance savings. This brochure focuses on the rewards under our Terms and Conditions.



**Competitive
Pay**



**Flexible
Working**



**Free
Parking**



**Cycle to Work
Scheme**



**Up to 33 days
Annual
Leave**



**Training
&
Learning**



**Blue Light Card &
Charity Workers
Schemes**



**Maternity, Paternity
& Adoption
Leave**



**Employee
Assistance
Program**



**Discounted
Gym
Memberships**



**Staff Saving
Scheme**



**Free Coffee &
Cake on your
birthday**



**Scope for
Pay
Progression**



**20% Discount
in our
Charity Shops**



**Choice of NHS or
Teesside Hospice
Pension Schemes**

Rewarding you for making a difference.

We offer competitive pay with scope to progress further. Pay levels are set using market benchmarks to provide fairness. For Hospice roles we offer unsocial hours payments for staff regularly working weekends, nights and on call.

Rewarding you outside of work.

Through various third party schemes such as the Blue Light Card and Charity workers discounts these platforms give you access to many money saving offers and discounts at local and national retailers, including supermarkets. Savings are available on automotive, financial, entertainment, gifts and much much more.

Rewarding you forever.

Employees can be enrolled into our **Group Personal Pension Scheme AEGON** or may be entered into the **NHS Pension Scheme (subject to eligibility criteria)**. There are many benefits to our pension schemes which include:

- Employer contribution made. Value of contribution depends on the scheme you are enrolled in (AEGON scheme up to a maximum of 5%, NHS scheme 14.3%).
- Tax relief on your contributions.
- You can take a tax free lump sum payment on retirement.
- Dependents benefits payable if you die so your pension does not die with you.
- (If eligible for the NHS pension scheme) protection should you have to retire early due to ill health.

[**Click to view the Teesside Hospice Group Personal Pension Plan**](#)

[**Click to view the NHS Defined Benefit Public Service Pension Scheme**](#)

Teesside Hospice have been supporting those living with a terminal illness and their families since 1982.

Each day, our teams make a difference to those in our community who use and rely on our services.



We invest in you.

Teesside Hospice provide a range of high-quality training, learning and development interventions, which challenge and stimulate learners. We offer training online and face-to-face through job shadowing, coaching and mentoring, and webinars. You'll have open access to our online training library.

Holidays

Enjoy holiday entitlement starting at 28 days, rising to 33 days per year with continued service (excluding public holidays).

Health and Wellbeing Services

Staff can benefit from a while range of health and wellbeing resources, including nutrition, exercise and fitness advice and resources. Free and confidential counselling services are available to support you through a wide range of issues. Further health and wellbeing support is offered via our Employee Assistance Programme.

Family-friendly Policies

Maternity and adoption leave is available for up to 52 weeks with occupational or statutory pay dependent on length of service. Unpaid leave is available for a variety of situations. Shared parental leave and pay is available for parents within the first year of the birth or adoption.

**Home and
Mobile
Working**



**Varied
start/finish
times**



It's important to us that you have a work-life balance.

Flexible working is available in many roles, subject to business needs and requirements. You may also be able to participate in home-working occasionally, or vary start/finish times around your family and responsibilities.

We offer modern technology to enable you to do your job well. Whether that's from home, or at work. Depending on location, there are catering facilities and free car parking. People can keep in touch by using Microsoft Teams and through staff forums.

Communication is key at Teesside Hospice. You'll be consistently kept up to date with a bi-monthly Marketing Update, providing you with hospice updates, opportunities to take part in Staff Events, Staff Discounts and news from each corner of our charity. Feedback is welcomed from all staff, to make the updates informative and as opportunistic as possible.



Teesside HOSPICE

For more information

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Registered with
FUNDRAISING
REGULATOR

Registered Charity Number: 512875