

Chestnut Tree House is the children's hospice for Sussex and South East Hampshire and cares for around 300 children and young people with life-shortening conditions. We also care about our staff and offer a range of benefits and support. The benefits apply to all staff, unless otherwise specified.

## The benefits of working for Chestnut Tree House

### Financial

- Competitive salary.
- Contributory pension scheme with Royal London and matched contributions of 6% from employer.
- Death in service benefit as a member of the pension scheme.
- NHS pension scheme for eligible clinical staff.
- Enhancements and on-call allowances for unsocial and variable hours for eligible staff members.
- Childcare voucher scheme.
- Cycle to work scheme.
- Discounted membership with the RAC.

### Continued professional development

- Statutory and mandatory training.
- Dedicated education team and extensive education training programme.
- LEAP (Learn, Engage, Apply, Perform), an in-house learning and development programme to support you with your skills, knowledge and personal development.
- Study leave and financial assistance for education training and development relevant to your role.
- Apprenticeships.

### Work environment

- Subsidised café and restaurant at the main hospice sites.
- Free tea and coffee.
- Free parking at the main hospice sites.
- Subsidised corporate gym membership.
- Various social activities.
- Opportunities to participate in a range of events.
- Staff Forum.
- Diversity Champions group.

### Health and wellbeing

- Occupational sick pay scheme.
- Health Shield plan which allows you to cover the cost of everyday healthcare for less. With six different levels of cover, you can receive cashback for a wide variety of healthcare benefits.
- Free annual eye test and voucher at Specsavers, our approved supplier.
- Employee Assistance Programme gives access to a free, confidential advice in fields such as wellbeing, family matters, relationships, debt management, workplace issues, consumer rights and much more.
- Occupational health service, pre-employment screening, support and guidance for staff and managers.
- Free annual flu vaccinations.
- Personal safety devices for staff.
- Wellbeing events and advice.
- Corporate discount at local chiropractors.

### Work-life balance

- Up to 35 days' paid holiday each year inclusive of Bank Holidays for full time staff.
- 2 additional days' paid holiday for Registered Nurses and allied health care professionals after 5 years' continuous service, 3 additional days after 10 years' service.
- Time off in lieu.
- Flexible working policy.
- Sabbatical policy.
- Buy and sell annual leave.

### Recognition

- 1 bonus day of holiday during the 10th year of service.
- Recognition rewards and vouchers.