

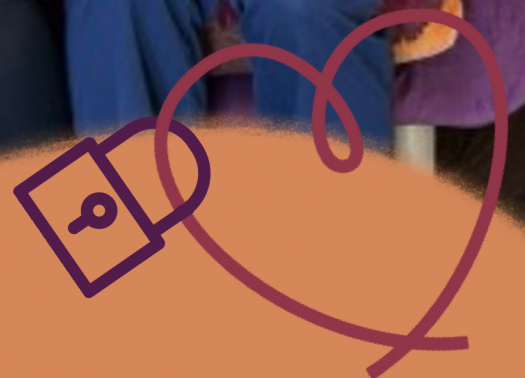
Teesside  
HOSPICE

Your greatness is not what  
you have, but what you give.

Alice Hocker



**Joining Team Teesside:**  
Unlock your hospice rewards!



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

We offer a hospice rewards package for our staff; consisting of 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.



**Employee Assistance Program**



**Flexible Working**



**Free Parking**



**Cycle to Work Scheme**



**Up to 41 days Annual Leave including bank holidays**



**Training & Development**



**Blue Light Card &  
Charity Workers  
Schemes**



**Maternity, Paternity  
& Adoption  
Leave**



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



**Discounted  
Gym  
Memberships**



**Staff Saving  
Scheme**



**Free Coffee &  
Cake on your  
birthday**



**Scope for  
Pay  
Progression**



**20% Discount  
in our  
Charity Shops**



**10% Discount in  
our Coffee Shop**

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# 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.

For more information, please contact our finance department on 01642 811071

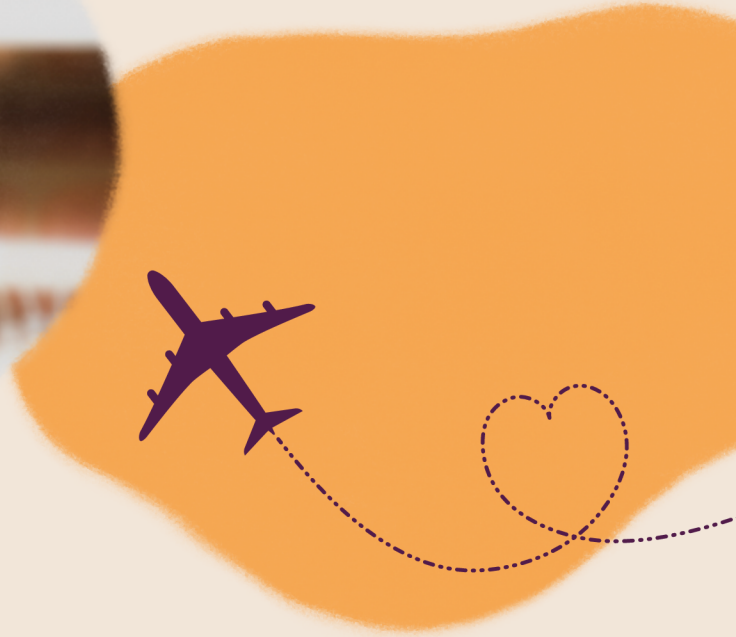
[Click to view the Teesside Hospice Group Personal Pension Plan](#)

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





**Teesside Hospice exists to support people living with a terminal illness, helping them live as well as possible, for as long as possible.**



## **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 plus bank holidays (pro rata for part time staff).

### **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 are available through the employee assistance programme to support you through a wide range of issues.

### **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.

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**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 monthly Marketing Update, providing you with hospice updates, opportunities to take part in Staff Events such as our annual staff and volunteer away day, 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 Charity Number: 512875