

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 seek to implement a fair and transparent pay structure across the organisation, ensuring all employees are paid a competitive salary in line with the position of comparable organisations. All salaries are reviewed annually.

Paid Holiday

6.8 weeks per year, inclusive of public holidays, and pro rata of for part-time roles.

Occupational Pension Scheme

We operate a defined contribution group pension scheme and make and employers contribution equivalent of 6% of gross pay into this scheme alongside and employee contribution equivalent of a 2% from your pay.

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

We operate a 24 hour a day, 365 day per year service and as such a number of roles may be required to work unsocial hours to ensure this service can be delivered efficiently. Unsociable hours worked are remunerated at an enhanced rate.

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)