

Employee Benefits



We offer an attractive package of benefits, designed to support the health and wellbeing of everyone who works here.

Employee Benefits

- Competitive salary and benefits package
- Generous annual leave which increases with years of service with the added option to buy and/or sell up to one week's additional annual leave each year
- Family friendly and special leave policies including company Maternity leave, Paternity leave, Parental leave, Carers leave, Study leave, if applicable
- Flexible/Hybrid Working – opportunities for part-time working/job sharing, homeworking where appropriate.
- Pension - contributory pension scheme or opportunity to join the NHS pension scheme for existing scheme members who meet the qualifying criteria
- Life Assurance cover
- Health Cash Plan including free eye examinations, dental care, prescriptions, complementary therapies, health screening, chiropody, counselling sessions, specialist consultations, discounted gym membership
- Discounts available on restaurants, retail outlets and travel
- Disability Confident Employer – we are committed to creating an inclusive environment where all staff feel welcomed and valued, providing reasonable adjustments, where applicable for staff with disabilities
- Travel incentives - Business mileage reimbursement, Interest-free season ticket loan, Electric Car Scheme, Cycle to Work Scheme - save a percentage through salary sacrifice
- Sabbaticals for qualifying staff wishing to have a period of leave to balance their career with other commitments and interests
- Blue Light Scheme membership and carers' discounts





Health & Wellbeing

- Health and Wellbeing In-House Programmes to support Body, Mind and Spirit including exercise groups, complementary therapy and healthy eating options
- Access to free confidential 24/7 advice via our Employee Assistance Programme (EAP) covering physical or mental health issues and financial difficulties
- Onsite Staff restaurant at our Head Office
- Annual "Thank You" events
- Speak Up Guardian
- Staff social events - opportunities to get involved in social and fundraising events held in aid of or by The Hospice.

Learning & Development Opportunities

Our comprehensive and unique learning and development framework is designed to give you the tools you need to succeed in your career at North London Hospice whilst helping you to develop and achieve personal and professional growth. Opportunities include:

- Access to our online learning platform which offers a wide range of content, resources and subject matter communities
- Bespoke departmental learning and development opportunities, designed to help you excel through all the things you do at the Hospice with excellent 'Grow our Own' career pathways
- Professional qualifications – we provide opportunities for staff at all stages of their career to gain qualifications across a broad range of our professions.
- Opportunities for internships and apprenticeships
- Fantastic in-house Leadership and Management Development Training
- Access to professional mentors and coaches for nursing staff