

# The value and benefits of working for East Anglia's Children's Hospices (EACH)



each

East Anglia's  
Children's Hospices

We are extremely proud to shout about the value and benefits of working for us. From financial reward and lifestyle benefits, to investing in you and ensuring your wellbeing, we work hard to drive and nurture a positive, values-led and inclusive workplace culture – for everyone.

## FINANCIAL

- Annual salary review
- Matched NHS Agenda for Change pay for clinical roles – subject to annual trustee approval
- Continuation of NHS pension scheme – if previously contributed
- Excellent group personal pension package – up to 7% employer contribution
- Significant life assurance – three times base salary
- A comprehensive health cash plan, inc. cashback on a range of healthcare bills
- Enhanced maternity and paternity pay
- On-call payments for evenings and weekends
- Enhanced company sick pay
- Competency-based pay framework for our retail employees
- Bonus payment scheme for new employee referrals
- Long-service awards
- Free onsite parking and subsidised meals at our hospices
- Free tea and coffee
- High street retailer discount schemes – Blue Light Card and Charity Worker Discounts
- Specsavers eye-test vouchers
- Cycle to work scheme – saving up to 42% on bikes and accessories
  - Tax-free payroll charity giving scheme.

## INVESTING IN YOU

- Personal and professional development, including qualification and accreditation opportunities
- Apprenticeship, Preceptorship and Nurse Associate programmes
- Clear, functional career progression pathways
- Personalised learning and development platform
- Networking opportunities, inc. conferences and forums
- Opportunities to contribute to organisation-wide projects.

## WELLBEING – YOU MATTER

- Health cash plan
- Regular management and external clinical supervision
- Full annual appraisals
- Personalised wellbeing support
- Paid volunteering days
- Employee Assistance Programme – personal and worklife life support
- Occupational health support.

*Please note some benefits are role dependent and/or subject to successfully completing your probationary period with us.*

## LIFESTYLE

- Enhanced annual leave of 27 days plus bank holidays – 29 days after 5 years and 33 after 10
- Extra holiday purchase scheme – up to one week each year
- Hybrid working opportunities
- Flexible and part-time working opportunities
- Bank working opportunities.

## WORKPLACE CULTURE

- An inclusive culture in which our people can thrive
- A clear, joined-up Mission and Vision
- Values firmly embedded in everything we do:
  - Make it happen
  - Commitment to quality
  - Open, respectful and accountable
  - Empathy, understanding and inclusion
- An award scheme recognising outstanding values-led behaviour
- Employee engagement forums.

[www.each.org.uk/workforus](http://www.each.org.uk/workforus)