



Employee Benefits Book





Welcome

We are committed to making Pendleside a great place to work. We understand that working in a hospice setting can sometimes be challenging and we are committed to supporting the health and wellbeing of our staff.

Our goal is to foster a compassionate workplace culture that prioritises physical and mental health and wellbeing at all levels. We strive to create an environment built on effective leadership and teamwork, endeavouring to ensure a culture of adaptability, inclusivity, safety, responsiveness, effective communication and caring for all, including our employees.



Our Values



Care

We are committed to providing high-quality care with professionalism, kindness, dignity, and respect.



Compassion

We ensure that compassion and a non-judgmental approach remain central to our service delivery.



Support

We ensure that every individual is heard, their needs respected, and their contributions valued.



Our Community

From the day you start your employment at the Hospice, you will become a valued member of the Pendleside Community. You will:



Receive access to our online, internal communications platform.



Receive weekly updates and quarterly health & wellbeing newsletters, full of health tips and advice, as well as valuable information about what's going on at Pendleside Hospice.



Have the opportunity to join our Employee Engagement Events, twice per year, as well as take part in our annual Hospice survey.



Receive invitations to exclusive staff events arranged by our Health & Wellbeing Committee.



Health & Wellbeing

We are dedicated to creating a supportive work environment that caters to your needs. Our Health and Wellbeing Programme encourages mental and physical well-being while providing opportunities to connect with colleagues.



Health & Wellbeing Champions

Our Champions form part of Pendleside's Health & Wellbeing Committee, working to actively listen to the views of those who work at the Hospice and promote health and wellbeing initiatives.



Health & Wellbeing Calendar

Our annual calendar focuses on key themes throughout the year, encouraging staff to move more, eat well, focus on their mental health, and socially connect with others.



Wellbeing Drop-ins

Our departmental wellbeing drop-ins provide staff with the opportunity to openly engage in conversations relating to health & wellbeing.



Dress down Fridays - Hospice T-Shirt Day!

Every Friday, staff and volunteers have the opportunity to wear a Hospice T-shirt and casual attire with the aim of bringing us together as one team.



Cake sale!



Celebrating an 'Outstanding' result!



Pendleside's running club



Watercolour painting in Barley



Countryside walks



Community Iftar



Christmas jumper day!



Join in the fundraising!



A visit from the ice cream van



Tough Mudder!

Health & Wellbeing



Flexible Working Opportunities

We understand that a better work-life balance can boost motivation, performance, and productivity. If you're interested in flexible working arrangements read our Flexible Working Policy and have a chat with your line manager to explore the possibilities. All flexible working arrangements will be carefully considered.



Flexible Retirement

A range of alternatives are available as you approach retirement, subject to the operational needs of the Hospice. These include **Wind Down** - work part time in ways that may not reduce your pension benefits, **Step Down** - do a less demanding job, and **Retire and Work** - receive your pension and work part-time or full-time.



Freedom to Speak up

We strive to create a safe environment where everyone feels encouraged and supported to speak up—and appreciated when they do. We have an open door policy, encouraging people to speak to their manager with any queries, concerns or suggestions. Our Freedom to Speak Up policy provides a platform to raise concerns about anything that may impact patient care or the working environment and our Freedom to Speak Up Guardians are available for support.



Employee Health Service

The Hospice's employee health service provider, based at Airedale General Hospital in West Yorkshire, deals with all health matters arising in your employment including sickness absence, professional counselling and work-related vaccinations.

Benenden Health

All Pendleside employees are automatically joined into Benenden's private healthcare scheme from their first day of employment (unless they choose to opt out), gaining access to a wide range of benefits.

Fully funded by the Hospice, the scheme comes at no cost to employees. The Benenden App makes accessing services even easier, from booking GP appointments and speaking with the member services team to requesting private diagnoses.

- ✓ 24/7 GP helpline from day one
- ✓ 24/7 Mental health helpline from day one
- ✓ Care planning and social care advice from day one
- ✓ Medical diagnostics after six months
- ✓ Medical treatment after six months
- ✓ Physiotherapy after six months
- ✓ Mental health support, including counselling, after six months
- ✓ Cancer support after six months



Rewards & Recognition

At Pendleside Hospice, we value and celebrate the hard work of our staff and volunteers through a range of rewards and recognition programs, ensuring everyone feels appreciated for their contributions.



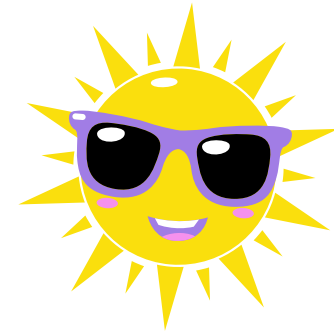
Unsung Heroes

Each quarter, we invite staff and volunteers to nominate individuals for our Unsung Hero awards, with all winners receiving a surprise reward in recognition of their outstanding contributions!



Meet the Team

Every Tuesday, we feature a member of our Pendleside team on social media. It's a great way of getting to know the team, introducing yourself to others and sharing what you do.



Extra Annual Leave

For every 5 years of continuous service, an additional day's leave is provided, up to a maximum of 5 extra days after 25 years of service.



Unsung Hero winner!



Pendleside's 'charity shop' fashion show



Pendleside's 35th Birthday



Pendleside Pooches often visit



Blue Monday treat



Lovely gesture on IPU



Our Annual End of Life Care Conference



Christmas fun run!



Testing the pizza oven!



Community Day

Financial Wellbeing



Subsidised Meals and Drinks

Subsidised staff meals* are provided for all Hospice-based staff.

Free Parking

All parking spaces are free of charge within the Hospice grounds.

Car Lease Scheme

Eligible staff have the opportunity to lease a car via a salary sacrifice. Staff can enjoy tax savings, reduced National Insurance contributions, and the convenience of driving a new car without the need for a large upfront payment.

Blue Light Card Discounts

The Blue Light Card provides a discount service for NHS and healthcare workers, offering wide range of offers in categories such as holidays, cars, days out, fashion, phones and many more. Membership costs £4.99 for two years.

Eye Tests and Glasses

If you use a computer for the vast majority of your working day, Pendleside will pay for your regular eye sight tests and for any basic corrective glasses up to a maximum of £50.

Pension Clinics

The Hospice's independent pension advisor hosts six monthly clinics at Pendleside, to discuss any aspect of personal finance, at no cost to you.

Occupational Maternity/Adoption Leave

Pendleside's Maternity/Adoption Leave Scheme is equivalent to that of the NHS.

Cycle to Work Scheme

The Cycle to Work scheme is a government-supported initiative that allows employees to acquire bikes and cycling accessories, with the cost deducted from their salary, pre-tax, over a fixed period. This leads to savings on Income Tax and National Insurance contributions.

Training, Education and Career Development

Staff receive full annual updates on all required training, including a mix of online and face-to-face courses.

We currently offer the following:

- Leadership & management development programmes
- Continuous Professional Development
- NVQs, Diplomas and Degree Level qualifications (both clinical and non clinical)
- E-Learning opportunities
- Appraisal and development review meetings
- Protected learning time to help you study
- Help and advice about funding for courses
- A personal learning and development record
- Apprenticeships in a wide range of job roles and departments



Share Your Thoughts...

We are committed to continuously working together to enhance our Employee Benefits Book and Health & Wellbeing package for all employees.

If you have any ideas to share, please get in touch.



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Pendleside Hospice 

