

## Handy Guide to

# Benefits of working for St Vincent's

Below is a list of the benefits staff can access when they join St Vincent's. We are a family friendly organisation and offer benefits such as the flexi time system, we also operate a flexible working policy as we recognise the importance of having a work-life balance for our staff.

Information regarding our family friendly policies and other benefits the Association has on offer can be obtained from the Personnel department if you have any queries. Your package could include many of the following benefits\*:

## Health and Well Being

- **Permanent Health Insurance.** Staff are eligible for PHI subject to the schemes rules. This will give an element of protection to employees who are unable to work through illness or injury.
- **Company Sick Pay Scheme.** The Association operates a company sickness scheme that provides up to six months full pay and six months half pay after one years service.
- **Death In Service Insurance.** Staff are eligible for life assurance benefit of three times salary subject to the provision of the policy.
- **Eye test examination** fees and contribution to optical expenses. The Association will pay the cost of eye examinations and contributes towards the costs of prescription lenses / frames or contact lenses for staff using VDU equipment.
- **Counselling Helpline.**
- **Smoke free working environment.**
- **Stress Management Policy and Training.**

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- **Consideration of reasonable adjustments for disabled employees or staff who become disabled.**
- **Training on Health & Safety.**

## Family Friendly

- **Parental Leave Policy.**
- **Childcare voucher scheme.**
- **Enhanced maternity, paternity and adoption provisions.**

## Lifestyle

- **Annual leave entitlement of up to 23 days.** Staff are also entitled to an additional days leave for each complete year worked up to a maximum of 5 days after 5 years service.
- **A Flexible Working Policy.** The Association is committed to promoting work-life balance and will consider reasonable requests from staff for amendments to their working hours.
- **A Flexi Time System / TOIL**
- **A basic 35 hour week,** Monday to Friday generally commencing at 9.00 am and ending at 5.00 pm
- **Statutory Bank Holidays**
- **Additional leave at Christmas** (subject to operational requirements)
- **Retirement planning and training**

## Career Opportunity

Ongoing training and development and support of relevant professional qualifications. The Association is an Investor In People and as such is committed to the development of all staff.

Paid study leave and exam leave for authorised courses.

Where possible the Association supports secondment opportunities for staff.

## Financial benefits

- **A competitive salary** with an annual review and the opportunity to achieve performance linked increments
- **The opportunity to earn bonuses** for exceptional performance or achievements throughout the year.
- **A Contributory Personal Pension Plan.** The Association will contribute a fixed percentage of salary each month to a staff member's pension at 6.5%. You are eligible to join the pension scheme once you have been here for three months.  
Our independent pensions advisor can visit staff on a quarterly basis to discuss your pension and offer advice.
- **Essential Car User Allowance and Mileage.** Essential car users will receive an additional payment monthly with their salary to cover the cost of providing a vehicle for business use. Staff who travel on behalf of the Association are entitled to claim business mileage. The Association follows the Local Authority NJC Car Allowances scheme.
- **Car Loan Facility.** Available to Essential Car Users - a maximum loan of £8,000 with a three year repayment period can be arranged.
- **Car Breakdown Cover.** Available to Essential Car Users and will provide breakdown cover in the UK.
- **Mobile telephone** for relevant posts.