



**St Luke's**  
Hospice Plymouth



**The rewards  
and benefits of  
working at St Luke's**

**FLEXIBLE**



**WORKING**



**ACCESS TO  
FREE 24/7  
GP SERVICE**  
VIA PHONE OR WEBCAM

Pensions | Flexible working | Annual leave | Simplyhealth  
Learning and development | Health and wellbeing



# Thank you for working with us.

At St Luke's, it's our people who make us the outstanding organisation we are. We have a reputation as an employer of distinction and choice, and value you and the contribution you make. As part of this we offer a variety of benefits and rewards to staff, as this leaflet explains.

You are more than your job title and role description – your health and wellbeing matter to us, as do your learning and development, so please take the time to read about our commitment to you.

*George Lillie  
CEO, St Luke's Hospice Plymouth*





## COMPETITIVE PENSION

### Pensions

We offer a comprehensive and generous NHS pension scheme for eligible staff.

For non-clinical staff, we provide a generous pension scheme with Royal London. Tom French Associates provide staff with pension advice and are available regularly to discuss all pension related subjects as well as providing retirement and financial advice.



## CYCLE TO WORK



## SCHEME

### Flexible working

We're committed to helping you balance the demands of both your work and your personal needs. For eligible staff, we offer the option to work flexibly, including part-time or compressed hours. We also offer flexi-time.



## FLEXIBLE



## WORKING



## ANNUAL LEAVE

**NEW STARTER**  
**35 DAYS**  
INC BANK HOLIDAYS

5 YEARS SERVICE  
**38 DAYS**  
10 YEARS SERVICE  
**41 DAYS**



## Learning and development

We really value people and how much you all bring to your roles and aim to make St Luke's a place you enjoy working.

You will have a full induction to help you with the skills and knowledge to settle into your role and perform it confidently. We want all our people to have a great experience with St Luke's and this includes development opportunities.

These can include in-house activities, apprenticeship opportunities, and development with external providers.

You are encouraged to discuss your development needs regularly with your manager, as part of your personal development review and plan.



**TRAINING  
AND  
DEVELOPMENT  
OPPORTUNITIES**




**DISCOUNTS  
ONLINE AND  
ON THE HIGH STREET**

VIA BLUELIGHT AND CHARITY WORKER DISCOUNTS



## Health and wellbeing

We offer a variety of initiatives to help you stay healthy and feel your best, including the Optimise Health Plan from Simply Health, giving you access to services allowing you to seek help when you need it. This includes access to a GP, counselling and practical information helplines 24/7. The plan also enables you to claim towards the costs of your everyday health – eye tests, dental work and physiotherapy, for example.





# ANNUAL HEALTH BENEFITS

WITH SIMPLYHEALTH



**£100**  
OPTICAL

**£25**  
PRESCRIPTION

**£75**  
CHIROPODY



**£400**  
EMERGENCY  
DENTAL

**£100**  
DENTAL



**£200**  
NEW CHILD  
PAYMENT



## Working together

Recognising that, whatever your role, working as part of a hospice can sometimes be challenging, we provide opportunities for clinical and non-clinical staff to come together, which can be an opportunity to share experiences and encourage one another.

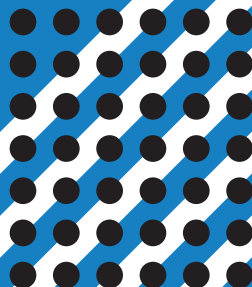


**ACCESS TO  
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## And so much more...

Discounted gym membership • Health and wellbeing program • Onsite café at Turnchapel, offering healthy options and subsidised meals.

\*all benefits subject to eligibility and in some cases completion of probation period





**DISCOUNTS  
ONLINE AND  
ON THE HIGH STREET**  
VIA BLUELIGHT



**ANNUAL HEALTH  
BENEFITS** WITH SIMPLYHEALTH



**CYCLE  
TO WORK**  
  
**SCHEME**



**ACCESS TO  
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**EMPLOYEE  
ASSISTANCE  
PROGRAMME**

**For more information:**

 **01752 401172**

 **hr@stlukes-hospice.org.uk**

 **www.stlukes-hospice.org.uk**

Eligibility is required for certain benefits.