

Employee Benefits

We're delighted to offer a wide range of benefits to employees including:

- Access to health and wellbeing services
- Car leasing
- Access to the NHS discounts through the Blue Light Card
- Buying or selling additional annual leave scheme
- Hybrid & flexible working options
- Leadership training and development, and a wealth of learning and practice development opportunities for both clinical and non-clinical staff
- Employee Assistance Programme (via telephone)

Contractual Benefits

Annual leave

We offer a minimum of 25 days a year, plus eight bank holidays. The Trust also offers a Long Service Annual Leave Award after 10-, 15- and 25-years' service. In addition, we also offer the opportunity to buy or sell up to one week's annual leave per year. Criteria apply.

Pension Scheme

St Barnabas Hospice offers its employees either a generous contributory pension scheme or the opportunity of continuing a NHS pension scheme.

Occupational sick pay

The Trust offers an above statutory occupational sick pay scheme for employees who have passed their probationary period. Criteria apply.

Death in Service Benefit

Employees actively enrolled in the NHS Pension scheme qualify for death in service benefits through the NHS pension scheme. All other employees are entitled to death in service insurance cover at 2x the individual's gross salary.

Family friendly benefits

Flexible working

Our range of flexible working options are designed to help you as a parent or carer balance your work and home life.

Occupational maternity pay

Our occupational maternity pay package includes eight weeks full pay, 14 weeks half pay, 17 weeks statutory and 13 weeks unpaid. Criteria apply.

Parental leave

Ordinary paternity leave entitlement is two weeks leave at full pay to be taken within eight weeks of the baby's birth. Criteria apply.

Adoption pay

Our occupational adoption pay package includes eight weeks full pay, 14 weeks half pay, 17 weeks statutory and 13 weeks unpaid. Criteria apply.

Shared parental leave

You have an entitlement to shared parental leave so that you can have more flexibility in how to share the care of your child in the first year following birth or adoption. Criteria apply.

Parental leave

Unpaid leave of up to 18 weeks for each child up to their 18th birthday. Criteria apply.

Special and Compassionate leave

Paid or unpaid leave for a range of unforeseen circumstances. Criteria apply.

Other Employee Benefits

Reward and Recognition scheme

Nominate a colleague for a job well done or for demonstrating our values.

Long Service Awards

Employees who have been with the Trust for over 20 years receive a gift at a presentation event in recognition for their service.

Health and wellbeing

Having a healthy workforce is important to us. We offer a number of services to staff including:

- Meditation and mindfulness sessions
- Occupational health services.
- Counselling Support
- Wellbeing days and events for staff and volunteers
- Free eye tests
- Access to a number of wellbeing Apps to include Shiny Minds, Champion Health & Lincolnshire Wellbeing Hub.

Training and development

Helping you develop in your role and as an individual is important to St Barnabas. We offer a broad range of training and development opportunities throughout your career, whether you work in a clinical or non- clinical role. We are happy to discuss access to external training courses, including degree or masters level modules. Criteria apply.

Social Events

There are numerous opportunities to become involved in social & fundraising events across the county.

Staff Forum

An opportunity to represent your area within the Trust at bimonthly staff forum events, where reps can put forward issues, concerns and ideas to be discussed, as well as receive information from the Exec team.

Staff Lease Car Scheme

Permanent staff who complete a certain amount of business mileage a year may apply for the Trust's lease car scheme. Criteria apply.

Free Uniforms

All initial and new uniforms for clinicians, catering and domestic staff are paid for by the Trust.

Free DBS checks

All initial and ongoing DBS checks are paid for by the Trust.

Local Benefits

At some local sites across the Trust, there is the opportunity to purchase subsidised meals and refreshments from our kitchens. There is also free parking at some local sites. Staff and volunteers also have the opportunity to purchase goods from our charity shops.

Supportive Employer

We are proud to display our Mindful Employer, Best Companies and Disability Confident badges.