

The Benefits of working for Martlets

Martlets provide people affected by terminal illness in Brighton and Hove and neighbouring areas the very best care and support. We want our staff to feel looked after too and offer a range of benefits and support. Unless specified the benefits below apply to all staff.

FINANCIAL

- Competitive salary
- Commitment to pay the Living Wage
- Contributory pension scheme with Royal London with matched contributions by Martlets of up to 7.5%
- NHS pension scheme for eligible clinical staff
- Life Assurance cover of 3 x annual salary (2 x annual salary for NHS pension members)
- Guaranteed allowance payments for shift work (up to 17.5% of salary) for certain eligible staff
- Enhancements and on-call allowances for unsocial and variable hours for certain eligible staff
- Cycle to work scheme
- Give as You Earn Scheme

DEVELOPMENT

- Organisational commitment to training and development
- Range of in-house courses offered throughout the year
- Opportunity to attend external training and development events
- Study leave and financial assistance for education, training and development relevant to job role
- Apprenticeships

WORK ENVIRONMENT

- Work for a strongly values based charitable organisation providing care to the local community
- Subsidised restaurant at main hospice site
- Free tea and coffee for all staff and volunteers
- Various social activities such as yoga, mindfulness
- Martlets choir open to staff and volunteers
- Opportunity to volunteer at a range of events
- Regular staff and volunteer forums including Martlets Improvement Group

HEALTH AND WELLBEING

- Health Care Plan (taxable benefit):
 - Money back on essential healthcare costs for employees and dependent children under 18
 - Includes dental and optical bills, acupuncture, homoeopathy, physiotherapy, chiropody, osteopathy and health screenings and consultations
 - 24/7 counselling and support helpline
 - Option to make monthly contributions to increase level of cover
- Free, independent and confidential support service for all staff, including face-to-face, telephone and online counselling for individuals, couples and families
- Regular mindfulness sessions for staff held at main hospice building
- Occupational Health service pre-employment screenings, and support and guidance for staff and managers following sickness
- Free annual flu vaccinations for clinical based staff
- Personal safety devices for staff who work out in the community
- Occupational sick pay scheme

WORK LIFE BALANCE AND FAMILY

- 35 days paid holiday during each year (inclusive of public holidays) for full-time staff
- 5 days paid leave within a rolling 12-month period (pro-rata for part time staff) for emergency dependent care/unforeseeable domestic situations
- Flexible working policy
- Opportunities for career breaks after 2 years' service

RECOGNITION

- Celebration and additional day of annual leave for staff who have completed 10 years' service
- Recognition awards for outstanding contributions to Martlets