

## SUMMARY OF TERMS OF EMPLOYMENT- NURSING AUXILIARY

SALARY:	Hospice Band 2: £15,674 - £18,131 per annum. Salary starting is dependent on experience
PENSION:	Opportunity to remain in NHS pension scheme if already contributing (or have been in last 12 months). Alternatively, you will be auto enrolled into the Hospice Group Personal Pension Scheme provided by Scottish Widows. The minimum employee contribution will be 3% and the employer contribution will be 2%. These rates are increasing from 1 April 2019 to employee contribution 5% and employer contribution 3%.
HOLIDAY:	25 days plus 8 bank holidays; rising to 27 days after 5 years and 30 after 10 years
SICK PAY:	We offer an Occupational Sick Pay scheme, as follows: <ul style="list-style-type: none"> <li>• During the first 12 months' of service – 2 weeks' full pay &amp; 2 weeks' half pay</li> <li>• 1 years' service to 3 years' service – 3 weeks' full pay and 3 weeks' half pay</li> <li>• 3 years' service to 5 years' service – 6 weeks' full pay and 6 weeks' half pay</li> <li>• 5 years' service to 10 years' service – 9 weeks' full pay and 9 weeks' half pay</li> <li>• Over 10 years' service – 12 weeks' full pay and 12 weeks' half pay</li> </ul>
OTHER BENEFITS:	<ul style="list-style-type: none"> <li>• Free car parking</li> <li>• Employee Assistance Programme offering 24-hour confidential counselling, advice and support</li> <li>• Employee savings scheme</li> <li>• Opportunities for challenge events &amp; fundraising</li> <li>• Staff consultation group</li> <li>• Mentoring programme</li> <li>• Staff social activities</li> <li>• Family-friendly benefits</li> </ul>
OFFICE LOCATION:	Uphill, Weston-super-Mare
HOURS:	36 hours per week to be worked on a shift/rota basis covering a 24 hour period. Shifts will include evenings, nights, weekend and Bank Holidays.
PROBATIONARY PERIOD:	This post is subject to a six month probationary period.
NOTICE PERIOD:	During probationary period you will be entitled to receive, and required to give at least one weeks' written notice of termination.

	After successful completion of the probationary period you are entitled to receive, and required to give, at least three months' notice of termination, which must be in writing.
DISCLOSURE & BARRING SERVICE ("DBS"):	Appointment to this role is subject to a satisfactory Enhanced DBS check.