

Employee Benefits

- Holidays - Full time employees receive 28 days annual leave each year. Rising to 29 at after 5 years and 30 after 10 years. In addition to the statutory bank holidays. Part time staff receive a pro-rata allowance in-line with the number of hours they work. We also offer the facility to purchase up to an extra two weeks leave where service provisions allows. For the purposes of annual leave and Occupational Sick Pay (OSP) only, Queenscourt Hospice will take into account previous NHS and/or Hospice service.
- Reckonable NHS Service - For those transferring directly from the NHS to work for us, Queenscourt will recognise reckonable service in relation to annual leave, occupational sick pay and salary.
- We operate three pension schemes, these are: National Employment Savings Trust (NEST) which is our auto-enrolment scheme that all staff are eligible to join. Contribution rates of 3% by Queenscourt and a minimum of 5% by employee; Staff who meet the required entry criteria for the scheme can choose to switch to our Standard Life scheme following successful completion of their probation period. Contribution rates of 8% by Queenscourt and a minimum of 6% by employee. Employees who have paid into the NHS pension scheme within the 12 months prior to starting with QCH, may be eligible to continue paying into it while working for QCH.
- Enhanced maternity, Paternity, adoption and shared parental leave.
- Occupational sickness scheme
- Nursing Ratios - Our staffing ratios on our wards are higher than the NHS. Our aim is to offer a safe and supportive working environment for our staff which will enable staff to have more time to interact with our patients, carers and their families and ultimately offer a higher quality of nursing care.
- Access to offers and discounts (including Blue Light Cards)
- A comprehensive induction program with ongoing training and development
- Development - We offer significant opportunities for professional development and training across all roles. This includes a commitment to help you grow your career; support to undertake professional qualifications, academic study or clinical research along with opportunities to maintain or develop advanced clinical skills.
- Wellbeing - Here at Queenscourt we take the health and wellbeing of our staff seriously and have a number of initiatives in place to help us support our staff in every way we can. We support flexible working and hybrid working for applicable roles. There are discount schemes for health workers and an Employee Assistance Programme which hosts a wealth of information from Financial Management to Nutrition to Mental Health. There is also access to counsellors 24/7 and the option for referral to our occupational health team at your request for ad hoc health checks or fast-track physiotherapy referrals. We are always looking at ways to expand our wellbeing offer and we are due to bring on line a cycle to work scheme among others.
- Free on-site parking in private car parks
- Working in a modern, bright, and welcoming environment.
- Subsidised staff meals.
- Staff receive excellent support and supervision from our management team.