



## Children's Hospices Across Scotland

### A Life Changing Career

We want CHAS to be one of the best places to work. That's why we create a working environment that allows our employees to thrive through positive and fulfilling experiences.

### Our Values

1. We **care** for one another, showing empathy and understanding.
2. We **respect** everyone's unique role and contribution.
3. We are **honest** in how we communicate.
4. We are **accountable** to one another for the decisions we make and the actions we take.

### Benefits of a Care Career with CHAS

Some of the fantastic benefits we offer include:

- Regardless of your professional role in our wide ranging multidisciplinary clinical and care team – you will be able to deliver exceptional, holistic and person-centred care and support to children and families.
- Opportunities to develop skills working in a variety of settings – hospices, community and hospital
- High staff ratios
- The opportunity to work within a multi-disciplinary team which includes volunteers
- A robust induction programme and regular group clinical supervision sessions
- An extensive in-house person-centred training programme for clinical and care colleagues
- Opportunities to attend external training courses and conferences
- Secondment opportunities for a varied career
- Development opportunities for career and leadership progression
- Annual incremental salary progression and shift allowance
- 12 x 12.5-hour shift pattern over four weeks for nursing colleagues
- Essential car user allowance for certain job roles
- The opportunity to continue paying in to existing NHS pension schemes (subject to eligibility), or membership of the Local Government Pension Scheme

- 35 days annual leave, increasing progressively to 40 days after five years' service  
For applicants coming to CHAS from an existing NHS post, your accrued annual leave entitlement will be honoured.
- Enhanced maternity, paternity and adoption leave pay (subject to eligibility)
- Enhanced sick pay increasing progressively to 26 weeks at full pay and 26 weeks at half pay after 6 years' service
- Life Assurance
- Employer Supported Volunteering
- CHAS prioritises wellbeing and resilience and has a range of psychological supports available for all involved in delivering care
- Health and wellbeing support and flexible working options
- Peer support networks
- Access to a 24-hour Employee Assistance Program
- Free parking at all sites
- Employee Referral Scheme
- Free home-cooked meals when on shift in the hospice
- Access to Blue Light and other NHS Staff Benefits - savings and special offers on Travel, Health, Fitness & Beauty, Finance & Legal; Food & Drink and many more