



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 Career with CHAS

Some of the fantastic benefits we offer include:

- Annual incremental salary progression
- Membership of the Local Government Pension Scheme, or the opportunity to continue paying in to existing NHS schemes (subject to eligibility)
- Life Assurance
- 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
- 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.
- Essential car user allowance for certain job roles
- 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
- Excellent learning and development opportunities suited to your needs and relevant interests
- Support to enhance your skills through a variety of methods, including online learning, coaching and self-directed study
- Secondment opportunities for a varied career
- Employer Supported Volunteering
- Health and wellbeing support and flexible working options
- Access to a 24-hour Employee Assistance Program
- Free parking at all sites

- Employee Referral Scheme
- You are encouraged to spend time in our hospices and experience the exceptional care and hospitality CHAS provides to families. This includes free home-cooked meals when you are in the hospices!