

CHSS Employee Benefits Information

As an employee of CHSS, you will have access to a wide range of benefits as follows;

- Pension Scheme** CHSS offers a Group Personal Pension Plan, which has been established with Aviva. The Plan is a money purchase arrangement. You can choose at what rate you wish to contribute (subject to a minimum age related contribution) and how to invest your own contributions and those made by CHSS. The emerging fund at the point that you wish to take the benefits is then used to purchase a pension that is paid for the rest of your life.
- Employee's and Employer's Contributions are paid on the portion of the employee's salary which is above the National Insurance contributions threshold (the Lower Earnings Limit). Employees who meet the relevant criteria are "automatically enrolled" in the scheme.
- Life Assurance** All employees are eligible on commencement of employment with CHSS for a death in service benefit of two times salary.
- Permanent Health Insurance** Permanent Health Insurance is available to all employees after 12 months of service. The insurer may require evidence of good health before you are covered for your full benefit entitlement. Once you are a member and have satisfied the insurer of your incapability, you will begin to receive benefit after you have been incapacitated for 26 continuous weeks.
- Employee Assistance Programme** Our Employee Assistance Programme is available to all employees from commencement of employment and provides 4 free counselling support sessions, which can cover a range of complex emotional needs including health, family, money matters and work. The scheme also offers access to an online hub and the option to download an app.
- Rehabilitation Support** CHSS offers access to a Rehabilitation Support Programme to assist employees back to work following illness or injury, or where they may be struggling at work. This programme offers a range of services such as; Dyslexia vocational evaluation, functional (physical) capacity assessment, psychometric (mental) assessment and ergonomic assessments.
- Annual Leave** CHSS leave year runs from 1st April to 31st March. Employees are entitled to 36 days annual leave in their first year of service (including public holidays). An employee will be awarded one extra day's annual leave for each complete year of service up to a maximum of 42 days (including public holidays). These allowances are pro-rated for part time employees and further pro-rated for those who join or leave CHSS during the leave year.

Sick Pay

CHSS pays occupational sick pay which is paid on a rolling 12 month basis as follows;

- First 12 months: full pay for 5 weeks, half pay for 5 weeks
- Next 12 months : full pay for 9 weeks, half pay for 9 weeks
- Next 12 months: full pay for 18 weeks, half pay for 18 weeks
- Next 24 months: full pay for 22 weeks, half pay for 22 weeks
- Thereafter: full pay for 26 weeks, half pay for 26 weeks

HSF Health Plan

The Hospital Saturday Fund is a not for profit health care organisation offering a wide range of health care benefits for employees and their families. Any surplus monies are shared with medical charities, local hospitals and hospices as well as individuals with a serious illness or disability. There are nine schemes ranging from £1 to £12 per week to suit your own circumstances which will help you pay for your dental and optical bills as well as a range of cash benefits to cover hospital stays, physiotherapy, podiatry, maternity, personal injury and many others. CHSS do not financially contribute to the plan. However, the plan can help and benefit you financially if you as an individual or collectively as a household rely on/pay for a variety of health care provision during the course of a year.

Family Leave

CHSS operates an enhanced maternity and adoption pay scheme and paid time off for dependants (emergency leave).