# Why Join CHSS? Our Culture, Benefits and Career Opportunities

## A Career with Purpose

At Chest Heart & Stroke Scotland, you'll be part of Scotland's leading health charity supporting people affected by chest, heart and stroke conditions and Long Covid.

Our colleagues most commonly describe working at CHSS as:

**Rewarding. Fulfilling. Impactful. Friendly. Inclusive.**

We are proud to be an organisation that welcomes people from a wide range of backgrounds, experiences and career stages.

Whether you are:

- Starting your career
- Looking to develop new skills
- Moving into the charity sector
- Seeking a role with greater purpose
- Returning to work
- Bringing extensive experience to a new challenge

CHSS offers opportunities to learn, grow and make a meaningful difference every day.

Registered with and regulated by the Office of the Scottish Charity Regulator (no. SC018761) Chest Heart & Stroke Scotland is a wholly Scottish charity.
It also operates as CHSS and is registered in Scotland as a company limited by guarantee, no. SC129114.

NO LIFE HALF LIVED

# OUR BENEFITS

| Benefit | Detail |
|---|---|
| **Working Patterns** | 32.5-hour full-time working week<br>Flexible working opportunities available where appropriate to role, location and operational requirements |
| **Generous Annual Leave Entitlement** | 36 days annual leave (pro rata) in your first year<br>Increasing up to 42 days (pro rata) with service<br>Ability to purchase up to one additional week of annual leave through our Buying Annual Leave Scheme |
| **Company sick pay from commencement of employment** | From day 1 - 1 week full and 1 week half pay,<br>From 6 months - 5 weeks full and 5 weeks half pay<br>Increasing to a maximum of 26 weeks full and 26 weeks half based on length of service. |
| **Maternity, Paternity & Adoption** | Enhanced beyond statutory provisions |
| **Pension Scheme** | AVIVA 3% Colleague: 5% Employer. |
| **Medicash** | • Reimbursement across a range of treatments (be that dental, optical, complementary therapies, chiropody, specialist consultations, inoculations etc.), all operated through an easy-to-use app.<br>• Virtual GP and prescription service<br>• Skin Vision<br>• Digital Physiotherapy<br>• Discounted Health Club Membership<br>• Health & Stress Related Helplines<br>• Medicash Extras- Member Discount Portal |

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| **Unum Help@Hand App** | Access to the employee assistance program & counselling support:<br>•Remote GP<br>•Unlimited Mental Health Counselling Sessions<br>•Physiotherapy<br>•Medical second opinions<br>•Life, money and wellbeing support |
| **Salary Sacrifice** | Salary Sacrifice is a voluntary contractual arrangement between you & CHSS. You agree to give up part of your salary in exchange for a non-cash benefit, such as pension contributions, a bike for commuting, or extra annual leave. |
| **Life Assurance** | 2 times salary |
| **Paid emergency leave and time off for dependants** | Special Leave Policy |
| **Women's Health and Menopause Support** | Menopause Guide<br>Women's Health Steering Group<br>Women's Health Café |
| **Cycle to Work** | Our Cycle scheme enables you to buy a bike and accessories (£2,000 limit), pay it off over a 12-month period AND save 26-40% off the cost of the bike due to tax and National insurance savings. |
| **Wellbeing Initiatives** | Wellbeing campaigns and awareness activities throughout the year |
| **Blue Light Card** | Access to thousands of discounts from national retailers and local businesses through the Blue Light Card scheme. |
| **BenefitHub** | BenefitHub is an employee discount portal where you can save money on purchases from your favourite online and high street retailers. |
| **Learning and Development** | L&D is a key theme for CHSS and with a dedicated L&D policy, learning and development is a priority for colleagues with regular training held throughout the year for all colleagues to attend.<br>Each department also has an L&D budget where formal learning can be funded for colleagues.<br>Personal Development Plans.<br>Study leave and exam support. |

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| **Employer Supported Volunteering** | Colleagues may apply for up to 26 hours leave per holiday year. |
| **Our Culture** | We are committed to creating a workplace where everyone feels valued, respected and able to be themselves. We support this through:<br>- Equity, Diversity and Inclusion strategies<br>- Colleague resource groups and networks (e.g. LGBTQ+, Women's Health)<br>- Safe and inclusive workplace policies<br>- Transparent communication and feedback opportunities<br>- Annual Colleague Engagement Survey |