

GPhC's benefits – a quick guide

There are several benefits to working for the General Pharmaceutical Council (GPhC), including optional 'salary sacrifice' benefits. Ask your recruitment contact for more information about any of the benefits below.

| Benefit | Eligibility | Additional Information | | | | | | | | | | | | | | | | | | |
|--|---|---|---------|---------------------|--------------------|--------------|----|----|----|----|----|----|----|-----|----|-----|-----|-----|---------------|------|
| <p>Pension scheme</p> <p>You can join either of the two pension schemes available:</p> <ol style="list-style-type: none"> Standard Life Pension Scheme (Defined Contribution Scheme) NHS Pension career average re-valued earnings (Defined Benefit CARE) Scheme) | <p>After completing three months of service</p> | <p>1. Standard life auto-enrolment contributions:</p> <table border="1" data-bbox="1176 758 2004 1098"> <thead> <tr> <th>You Pay</th> <th>GPhC's Contribution</th> <th>Total into pension</th> </tr> </thead> <tbody> <tr> <td>3% (minimum)</td> <td>3%</td> <td>6%</td> </tr> <tr> <td>4%</td> <td>4%</td> <td>8%</td> </tr> <tr> <td>5%</td> <td>5%</td> <td>10%</td> </tr> <tr> <td>6%</td> <td>12%</td> <td>12%</td> </tr> <tr> <td>7%+</td> <td>14% (maximum)</td> <td>21%+</td> </tr> </tbody> </table> <p>2. NHS 2015 scheme provides guaranteed level of benefit at retirement payable according to a fixed formulation. It is a scheme where benefits are based on how much the member and employer pay into the scheme.</p> <p><i>You will be auto enrolled into the Standard Life pensions scheme unless you opt out or join the NHS pension scheme.</i></p> | You Pay | GPhC's Contribution | Total into pension | 3% (minimum) | 3% | 6% | 4% | 4% | 8% | 5% | 5% | 10% | 6% | 12% | 12% | 7%+ | 14% (maximum) | 21%+ |
| You Pay | GPhC's Contribution | Total into pension | | | | | | | | | | | | | | | | | | |
| 3% (minimum) | 3% | 6% | | | | | | | | | | | | | | | | | | |
| 4% | 4% | 8% | | | | | | | | | | | | | | | | | | |
| 5% | 5% | 10% | | | | | | | | | | | | | | | | | | |
| 6% | 12% | 12% | | | | | | | | | | | | | | | | | | |
| 7%+ | 14% (maximum) | 21%+ | | | | | | | | | | | | | | | | | | |

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| <p>Private Medical Insurance</p> | <p>After completing three months of service</p> | <p>Currently provided by AXA.</p> <p>Individual cover for each employee is paid by GPhC.</p> <p><i>Cover can be extended to partners/family for a monthly premium.</i></p> |
| <p>Medicash cash plan</p> | <p>After completing three months of service</p> | <p>A cash plan that reimburses members the cost against everyday healthcare.</p> <p>Also available to Medicash members is Medicash Extras an online discount portal.</p> |
| <p>Group life assurance</p> <p>In the event of death, the policy will pay twice your annual pay at the discretion of the Trustees.</p> | <p>After completing three months of service</p> | <p>Automatically payable to your spouse or registered civil partner in the case of death, unless specified in your Death in Service Benefit Nomination form provided to yourself by HR before your appointment date.</p> <p>If you do not nominate a person to receive the lump sum and you do not have a spouse or registered civil partner, the lump sum will be paid to your estate.</p> |
| <p>Annual leave</p> <p>30 days annual leave plus eight bank/public holidays.</p> | <p>After completing the probation period</p> | <p>Annual Leave (AL) during probationary period will be authorised at the line manager's discretion.</p> <p>Staff must submit AL requests via Simply Personnel v and these must be approved before taking it. A 5 days carry-over limit might be allowed upon line manager's written approval to HR.</p> |
| <p>Purchasing additional annual leave</p> <p>The opportunity to buy up to five additional days annual leave.</p> | <p>After completing the probation period</p> | <p>Depending on how many days you buy this will be deducted over the same number of consecutive months. For further information on how to apply, please refer to the Annual Leave Policy and the Buying Annual Leave form available on InfoPoint.</p> <p><i>Divide your salary by 52.14 then multiply the result by the number of days worked per week to find out how much one day's leave will cost you. For part-time employees payment will be made based on their hourly rate.</i></p> |
| <p>Flexible working</p> <p>This can include reduced hours and home-working.</p> | <p>After completing six months of continuous service</p> | <p>Cases will be looked at on an individual basis taking into account the needs of both the employee and the GPhC.</p> |

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| <p>Career breaks/Sabbaticals</p> <p>Up to three months unpaid leave once; every seven years of employment.</p> | <p>After completing two years' continuous service</p> | <p>Cases will be looked at on an individual basis, taking into account the needs of both the employee and the GPhC. Examples of when you may want to take a career break include to travel, volunteer, or fulfil religious or belief observance.</p> <p><i>You should be aware that unpaid leave may impact on other benefits such as your pension.</i></p> |
| <p>Season ticket loan</p> | <p>After completing the probation period</p> | <p>An interest free loan to purchase either a 12-month season ticket loan for your train line. Deductions are made over a 12-month period.</p> |
| <p>Bike loan</p> | <p>After completing the probation period</p> | <p>An interest free loan to purchase a bike. Deductions are taken from net salary.</p> |
| <p>Childcare vouchers</p> <p>Exchange part of your salary for childcare vouchers and save on TAX and NI contributions.</p> | <p>From day one (with a child under 16)</p> | <p>Deductions are taken from gross salary. You will also need to complete an employee declaration form to authorise payroll to make these deductions.</p> <p>Your childcare must be registered to claim this benefit.</p> |
| <p>Eye tests</p> <p>Eye tests every two years (these usually cost between £20 and £25).</p> | <p>From day one</p> | <p>If you wear glasses for VDU use only then the GPhC will pay £50 towards the cost. You must provide a prescription as evidence of this.</p> <p>The maximum amount you can claim for an eye test is £25.</p> <p><i>Members of the Medicash cash plan should claim their eye test and new glasses through the cash plan. Staff that are not Medicash members can claim back their eye test and glasses through expenses.</i></p> |
| <p>Employee assistance programme</p> | <p>From day one</p> | <p>24/7 access to an advice and support service via phone and/or internet.</p> |

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| Flu jabs | From day one | Annually between September and October months. <i>Members of the Medicash cash plan can claim their flu jab through the cash plan. Staff that are not Medicash members can request a flu jab through HR when advertised.</i> |
| Subsidised restaurant 50% discounted rate in staff restaurant on the 36 th floor. | From day one | 50% discounted rate in staff restaurant on the 36th floor on food items only. Sugary drinks and snacks are excluded from the discounted rate. <i>The restaurant regularly offers Halal meals, staff should contact the restaurant for further information.</i> |
| Provision of refreshments | From day one | Tea, fresh and freeze-dried coffee and milk are provided to all staff in the kitchen area. |
| Fire Marshal/First Aider payment | Limited number of staff from day one | An annual payment of £150 is made in equal monthly instalments to staff required to either train to become a fire marshal or first aider. |
| Subsidised gym membership | From day one | Staff can join the Nuffield Health Gym situated on the ground floor of the Citi Building. To join the gym, you will be required to fill up the necessary payroll form available n InfoPoint, pay a £15 Joining fee in addition to a monthly membership is £20 a month paid by the employee. |

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| Sick pay | From day one | During the first year of service | Two week's full pay |
| | | During the second year of service | One month's full pay |
| | | During the third year of service | Three months' full pay and three months' half pay |
| | | During the fourth year of service | Four months' full pay and four months' half pay |
| | | During the fifth year of service | Five months' full pay and five months' half pay |
| | | After completing five years of service | Six months' full pay and six months' half pay |
| | | <i>For periods of more than seven days (including weekends) you must provide a sick note from your doctor.</i> | |
| Maternity leave and pay | Enhanced maternity leave - after one* or two** year continuous employment (Including transferred service) | <p>*More than one year of continuous employment – 10 weeks at regular pay and SMP/SML onwards</p> <p>**More than two years of continuous employment – 18 weeks of regular pay and SMP/SML onwards</p> <p>For employees who have less than one-year service Statutory Maternity Pay (SMP) and Statutory Maternity Leave (SML) will be provided according to the regulations on the gov.uk website.</p> | |
| Paternity leave and pay | Enhanced paternity leave - after one-year continuous employment (Including transferred service) | <p>Currently, and as a non-contractual benefit only, if you qualify for Statutory Paternity Leave (SPL) and Statutory Paternity Pay (SPP), we will enhance the two weeks' SPP to two weeks at your normal pay.</p> <p>If you do not qualify for SPL and SPP, as a non-contractual benefit only, your manager may approve up to two days' paid leave which must be taken within 10 days of the birth.</p> <p>For employees who have less than one-year service SPP and SPL will be provided according to the regulations on the gov.uk website.</p> | |

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| <p>Enhanced adoption leave and pay</p> | <p>Enhanced adoption leave - after one-year continuous employment (Including transferred service)</p> | <p>Currently, and as a non-contractual benefit only, if you qualify for Statutory Adoption Leave (SAL) and have more than one-year continuous employment (Including transferred service) at the date of adoption, we will enhance the first 10 weeks' Statutory Adoption Pay (SAP) to 10 weeks at your normal pay.</p> <p>If you have two or more years of continuous employment (Including transferred service) with the GPhC; it enhances the first 18 weeks of your SAL to 18 weeks at your normal pay.</p> |
| <p>Shared parental leave (SPL)</p> <p>Shared Parental Leave is paid at the same basic rate as Statutory Maternity Pay (SMP)</p> | <p>After 26 weeks of continuous employment</p> | <p>Shared Parental Leave enables mothers to commit to ending their maternity leave and pay at a future date, and to share the untaken balance of leave and pay as Shared Parental Leave and pay with their partner, or to return to work early from maternity leave and opt in to Shared Parental Leave and pay at a later date.</p> <p>Parents are eligible if they have worked for their employer continuously for at least 26 weeks up to the 15th week before the expected week of childbirth. Eligible parents will be able to share a maximum of 50 weeks leave and 39 weeks statutory pay, for the purpose of caring for a child within the first year of the child's life or in the year the child is placed for adoption</p> <p>Partners do not have to work for the GPhC but must satisfy minimum employment and earning criteria, comply with the relevant maternity leave curtailment requirements (or has returned to work before the end of statutory maternity leave), and Shared Parental Leave notice and evidence requirements.</p> |
| <p>Parental leave</p> <p>Parental leave is unpaid. You're entitled to 18 weeks' leave for each child and adopted child, up to their 18th birthday.</p> | <p>After a year's service (if named on the child's birth or adoption certificate)</p> | <p>There are different levels of enhanced maternity pay. If you have:</p> <ul style="list-style-type: none"> • more than one but less than two years' continuous service – you can receive the first 10 weeks of SAP enhanced to normal pay • two or more year's continuous service – you can receive the first 18 weeks at normal pay and 21 weeks at SAP |