

Benefits of working at the GPhC – a quick guide

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Benefits

Employees of the General Pharmaceutical Council (GPhC) enjoy several benefits in addition to salary. There are also several optional benefits, which can choose to take advantage of. This guide summarises all the benefits available to you.

Pension schemes

You can join either of the two pension schemes available:

- **NHS England Pension** career average re-valued earnings (defined benefit CARE scheme)
- **Standard Life Pension Scheme** (defined contribution scheme)

NHS England pension

The NHS England 2015 scheme provides a guaranteed level of benefit at retirement, payable according to a fixed formulation. It is a scheme where benefits are based on the Career Average Revalued Earnings (CARE) of the member, whilst in the scheme.

Contributions: Note that the GPhC's contribution in ALL cases is 14.38%

Table 1:NHS England pension

Tier	Full-time pensionable pay/earnings used to determine contribution rate	Contribution rate
1	Up to £13,259	5.2%
2	£13,260 to £26,831	6.5%
3	£26,832 to £32,691	8.3%
4	£32,692 to £49,078	9.8%
5	£49,079 to £62,924	10.7%
6	£62,925 and over	12.5%

Eligibility

You can join this scheme after three months of service, or permission can be granted if you were a member of the scheme in your previous employment, in which case you can join from day one of your employment with the GPhC.

Standard Life pension

Contributions:

You pay	GPhC's contribution	Total into pension
5%	5%	10%
6%	12%	18%
7%+	14% (maximum)	21%+

Eligibility

You can join this pension scheme from day one of your employment. You will be automatically enrolled in the Standard Life pension scheme after three months of service, if you haven't already joined one of the two schemes.

Private medical insurance

This is currently provided by Vitality Health. <https://www.vitality.co.uk/>

Your individual cover is paid by GPhC, please note that it is a taxable benefit. Medicash is automatically added at an additional cost. Cover can be extended to partners and/or family for a monthly premium.

Eligibility

After completing three months of service.

Medicash cash plan

This is currently provided by Medicash. <https://www.medicash.org/>

You don't have to be a member of Vitality Health to join this cash plan. Medicash reimburses the cost of everyday healthcare, including dental and physiotherapy.

Eligibility

After completing three months of service.

Discounted gyms

Medicash members receive a discount on many gyms around the UK through this scheme. To take advantage of this offer, please visit the Vitality and/or Medicash website or app using your membership credentials.

Eligibility

After completing three months of service.

Retail discounts

Medicash members can enjoy retail discounts through Medicash Extras. This includes offers, rewards and reloadable payment cards from a wide range of retailers. To find out more, please visit the Medicash website using your membership credentials.

Eligibility

After completing three months of service.

Group life assurance

In the unfortunate event of death in service, at the discretion of the Trustees your spouse or registered civil partner would receive a payment of twice your annual salary; unless another beneficiary is specified on your ***Death in Service Benefit Nomination Form***.

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.

Eligibility

After completing three months of service.

Occupational sick pay, Maternity and adoption leave & pay, career breaks

The GPhC provides generous company sick pay many times greater than statutory sick pay. Likewise, we also offer generous family leave.

Eligibility

Speak to HR or access the Time Off Work or the Managing Attendance policies on InfoPoint.

Annual leave

If you work full-time (35 hours) you are entitled to take 30 days annual leave, plus the 8 Bank Holidays. This equates to 266 hours. If you work part-time (less than 35 hours), the entitlement is pro-rata. You must submit annual leave requests via iTrent and these must be approved by your line manager. Up to 5 days may be carried over to the following year in exceptional circumstances and this must be approved by your line manager and submitted it to HR. Any days carried over will need to be used before 31 March.

Eligibility

From day one.

Additional annual leave

You can purchase up to 5 annual leave days. The cost of the days purchased will be deducted from your gross salary at the rate of 1 day per month. For example, the cost of purchasing 4 additional days of annual leave is deducted from your pay over 4 consecutive months.

Additional annual leave may be requested and authorised by managers until 31 October each annual leave year. Deductions from pay are processed and are calculated in accordance with employees' salary from 1 June. For more information, please refer to the Annual Leave Policy on Infopoint.

Eligibility

Upon the completion of your probation.

Flexible working

To apply for flexible working please complete the request form attached to the Flexible Working Policy on Infopoint. Flexible working includes reduced hours and home working. Cases will be looked at on an individual basis, considering the needs of both the employee and the GPhC.

Eligibility

From day one. Please note that you can only make one request within a 12-month period.

Career breaks and/or sabbaticals

You can apply for up to 12 months' unpaid leave once every five years. More information can be found in the Time Off Work Policy on InfoPoint.

Eligibility

You must have completed a minimum of 2 years' service before applying.

Season ticket loan

This is an interest free loan to purchase a 12-month season ticket loan for your train line. Repayments are deducted from your net salary over a 12 month period.

Eligibility

Upon the completion of your probation.

Bike loan

This is an interest free loan to cover the cost of a bicycle as well as any necessary accessories. The deductions will be taken from your net salary.

Eligibility

Upon the completion of your probation.

Eye tests and glasses

If you need to wear glasses when working on a computer/laptop and wouldn't wear them otherwise, the GPhC will pay £70 towards the cost of these. Please provide a prescription as evidence when making a claim for this cost.

Regardless of whether you wear glasses or not, you can claim up to £25 for an eye test, once every 12 months.

If you are a member of the Medicash cash plan, please claim through the cash plan. Otherwise please submit an expense claim. Please refer to the expenses policy for more details.

Eligibility

From day one.

Employee Assistance Programme

This is an anonymous confidential advice, support and resource service available via phone, mobile app and webpage 24/7. Contact details will be provided at your HR induction.

Eligibility

From day one.

Flu jabs

These are offered annually in the Autumn months.

If you're a member of the Medicash cash plan, please claim the cost of the flu jab through Medicash. Otherwise, please request a flu jab through HR when advertised and claim back the cost through expenses.

Eligibility

From day one.

Provision of refreshments

Tea, fresh and freeze-dried coffee and fresh milk are provided to all staff in the kitchen area. Decaffeinated tea and coffee are also available.

Eligibility

From day one.