



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 other optional benefits, which can be chosen 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 Pension** career average re-valued earnings (defined benefit CARE scheme)
- **Standard Life Pension Scheme** (defined contribution scheme)

NHS pension

The NHS 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) average earnings of the member, whilst in the scheme.

In all cases below, the employer contribution rate is 14.38%.

Contributions:

Tier	Full-time pensionable pay/earnings used to determine contribution rate	Contribution rate
1	Up to £13,2259	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 above	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 scheme

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.

Group life assurance

In the event of death in service, the policy will pay twice your annual salary at the discretion of the Trustees.

The benefit is automatically payable to your spouse or registered civil partner in the case of death, unless another beneficiary is specified in 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.

If you are a member of the NHS Pension Scheme, your beneficiary will be entitled to an additional payment of twice your annual salary.

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, family leave provision is generous and extended to all eligible.

Eligibility

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

Annual leave

Full-time employees are entitled to take 30 days annual leave, plus the 8 Bank Holidays. This equates to 266 hours. For part-time employees, this is calculated pro-rata. You must submit annual leave requests via the HR system, and these must be approved by your line manager. Up to 5 days may be carried over to the following year in exceptional circumstances. Your line manager will need to approve this and submit it to HR. Any days carried over will need to be used before 31 March.

Eligibility

From day one.

Additional annual leave

Up to 5 annual leave days can be purchased. The cost of the days/hours that you buy will be deducted from your gross salary.

For holiday buy requests made in June, the deductions will start in July and will be split over 6 months. For holiday buy requests made from July to September, your holiday buy deductions will commence from October for 3 months until December.

For more information, please refer to the Annual Leave Policy on Infopoint.

Eligibility

Upon the completion of your probation.

Carry over of annual leave

Up to 5 annual leave days can be carried over from the current year to the next year. However, all carry over of leave days must be taken by 31st March of that year otherwise you will lose the amount you were unable to take before 31st March.

For more information, please refer to the Annual Leave Policy on Infopoint.

Eligibility

Upon the completion of your probation.

Flexible Working

Employees can apply for flexible working by completing the request form attached to the Flexible Working Policy on Infopoint. Flexible working includes reduced hours, compressed hours and home-working. Cases will be looked at on an individual basis, considering the needs of both the employee and the GPhC.

Eligibility

You can apply following 26 weeks of continuous service. 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 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 wear glasses for VDU use only, the GPhC will pay up to £25 for the eye test and up to £50 for the glasses. You must provide a prescription as evidence of this. This must be claim through the expenses.

Eligibility

From day one.

Employee Assistance Programme

This is an anonymous advice and support service available via phone and/or internet 24/7. It is 100% confidential. Contact details will be provided at your HR induction. You can also find details about this on InfoPoint.

Eligibility

From day one.

Flu jabs

These are offered annually in the Autumn months.

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.