



HCA Benefits Package

We are committed to the care and improvement of human life in everything we do. Therefore we have developed a flexible benefits package which helps staff to meet their own personal needs and enjoy a healthy life. Our Lifestyle Choices benefits package enables staff to select the benefits which suit them.

Lifestyle Choices

The Lifestyle Choices benefits package is split into three sections:

- **Core Benefits** are standard for all HCA employees subject to service requirements.

Staff Retirement Scheme

A money purchase scheme which staff can join from the first day of employment.

Healthcare Trust Scheme

Employees can join the Healthcare Trust Scheme after a year's continuous service. The scheme provides treatment at any of the six HCA London hospitals.

Critical Illness Insurance

All employees with one year's service receive £10,000 worth of free critical illness cover.

Maternity Benefits

Employees, who have been with the company for two years, are offered full obstetric care with normal delivery at The Portland Hospital for Women & Children.

Season Ticket Loan

Interest free season ticket loans are available for all staff following completion of their probationary period.

Recruitment Incentive Scheme

Employees are given a monetary reward if they introduce a member of staff to the company.

- **Flexible Benefits** allow staff to choose once a year whether they wish to keep their benefit entitlements or use the monetary value instead and spend it on other benefits including:

Childcare Vouchers
Critical Illness Insurance (increased cover)
Dental Insurance
Healthcare Trust Scheme (increased cover to include family)
Holiday (increase or decrease days)
Life Assurance (select additional cover)
Lifestyle Screening
Personal Accident Insurance

- **Affinity Benefits** are additional benefits which can be chosen at any time:

Health Club Membership
Home Insurance
Motor Insurance
Personal Loans
Holiday Service
Travel Insurance
Maternity Package

Other Benefits and Services

As the largest private hospital group in London, our six world class hospitals and HCA Laboratories offer a superb working environment.

Our other benefits and services include:

- **Accommodation**

Limited short-term accommodation is available for staff who relocate to London to take up a post with HCA.

- **Catering**

Subsidised meals are available in the staff restaurants at all the HCA hospitals.

- **Training and Development Opportunities**

Learning and development are high on our agenda whatever role you are in. HCA offers a wide range of training courses and professional development opportunities to its staff.

- **Occupational Health**

As well as mandatory screening for all new staff, stress counselling, acupuncture and holiday vaccination services are available.

- **Work/Life Balance**

HCA is committed to improving the working lives of its staff and is developing a range of policies which will help staff balance their commitments at work and home.