

## Nursing Division

### (STAFF BENEFITS - 2020)

<b>Salary</b>	We adhere to the HSE salary scales. All newly graduated Staff Nurses commence on point 3 of the Staff Nurse salary scale i.e. €33,388. Increments are due annually. Staff Nurse Salary scale goes from €33,388 to €49,711 You may also be due a location (€2,347 per annum)/qualification allowance (€3,525 per annum) depending on if you are working in a surgical or specialist area.
<b>Annual Leave <u>Staff Nurses</u></b>	0-5 years of Service = 24 days per annum 5-10 years of service = 25 days per annum More than 10 years of service = 27 days per annum
<b>Annual Leave <u>Clinical Nurse Managers</u></b>	0-5 years of Service = 25 days per annum 5-10 years of service = 26 days per annum More than 10 years of service = 28 days per annum
<b>Flexibility</b>	We offer flexible contract arrangements to promote a good work/life balance
<b>Career Progression</b>	We encourage our staff to continue their education. We have a study leave & funding committee and support our staff upon completion of their probation period.
<b>Orientation Outline</b>	All staff are required to attend a mandatory Management Induction Day with fire training taking place in the afternoon (8.30am to 4pm). These days take place approximately 4-5 times per annum. You will receive individual training also to your department
<b>Probation Period</b>	All staff are employed subject to a 6 month probation period. A 3 monthly assessment will be carried out also. Your probation period can be extended if required.
<b>Maternity Leave</b>	All staff are entitled to 26 weeks of paid maternity leave upon completion of 2 years of service
<b>Sick Leave</b>	Sick leave is paid once you have completed 12 months of service. Entitlement to staff is 3 months full pay & 3 months half pay in a rolling 4 year period. Disability scheme available.
<b>Occupational Health</b>	Full occupational health services available to support staff health and welfare. Also full access to a range of services through our EAP (Employee Assistance Programme)
<b>Web Text</b>	Please note that we regularly use the 'web text' system to communicate with staff. Many people have access to this so do not send confidential information by text. This system is mainly used when giving changes in off duty, the offering of shifts, reminders regarding training etc.
<b>ACLS/First Response</b>	ACLS training is recommended for all acute areas in the Hospital. Your manager will discuss this with you if appropriate
<b>Tax- free Bus, Train, Dart &amp; Luas Annual Tickets</b>	The Hospital offers travel save tickets to all staff. The cost of the annual ticket is deducted from employee's salary over a one-year period. Excellent access to public transport including Dart (Sydney Parade Station nearby) and bus routes

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<b>Bicycles &amp; motorbikes</b>	There is a 'Bicycle to Work scheme' in the Hospital. All staff can only avail of the scheme once every 5 years. You can purchase a bicycle for up to €1,000 and the Hospital will pay the invoice. You then pay back with regular deductions from your salary up to the end of the year tax free. There is a covered bicycle rack at the front of the hospital for use by staff.
<b>Car Parking</b>	There are a number of options for off-site and on site car parking. Pricing starts at €130 to €360 per annum.
<b>Restaurant</b>	Subsidised food & drink in the restaurant for all staff members.
<b>Staff Room</b>	We have a staff room and showering/locker facilities for staff
<b>Defined Contribution Pension &amp; Health Insurance</b>	All staff (with the exception of 'if & when') must join the pension scheme after successfully passing their 6 monthly assessment. Further details will be given to you nearer the time. The scheme is defined contribution 5% of your salary. Permanent health insurance – we offer income protection insurance to all eligible staff
<b>Pharmacy Services</b>	Pharmacy Services are available to staff & patients. The Pharmacy is located on the ground floor with discounted prices for staff
<b>Staff Discounts</b>	Axa Insurance: Staff can pay motor/ home insurance through their wages over ten months at no extra cost. Staff can receive €30 off motor/ home insurance new or renewal. Free breakdown and assistance cover on your car insurance when paying via salary deduction. To avail of this, please call AXA 1890600600 or 01/2803033.  Staff are offered discounted rates for Hospital procedures in SVPH
<b>VHI Group Discount</b>	Staff can avail of a VHI Group Discount. Please contact the VHI 1850 44 44 44. St Vincent's Private Hospital Group no is 29 3430. Payment can be made by deduction from salary.
<b>Credit Union Scheme</b>	Staff can join the Health Services Credit Union and have the deductions come out of their salary. Please contact their offices on 6778648 for an application form or online <a href="http://www.hsscu.ie/">http://www.hsscu.ie/</a>
<b>Sports and Leisure Activities</b>	A staff gym is available on level -2. Membership is only €35 per annum. Staff can also avail of associate membership of the RTE Staff and Sports Club and Riverview Gym.
<b>Rest Arrangements</b>	Your rest arrangements will be given in line with the Organisation of Working Time Act 1997 and will be as follows: (you are entitled to a 15 minute break in the first 4.5 hours of work (paid). You are then entitled to a 30-minute lunch break (unpaid) when 6 hours have been worked. 30-minute (unpaid) tea break is then given to staff working a 12-hour shift.

**If you have any queries please contact [svphnursinghr@svph.ie](mailto:svphnursinghr@svph.ie)**

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