

# Working with St Catherine's hospice care



THE MILL  
ST CATHERINE'S PARK



What it's like to be part of our caring, compassionate  
and committed team





## A message from our Chief Executive, Lynn Kelly

People are at the heart of everything we do at St Catherine's - from our patients and their loved ones, to staff, volunteers, supporters and more.

We're a diverse team representing many different fields, but work together towards the shared aim of helping everyone have quality of life to the end of life.

This isn't simply about managing the physical symptoms of conditions like cancer, heart failure and motor neurone disease – though of course that plays an important part.

It's about meeting the individual needs of our patients and their loved ones in the ways which are meaningful to them. It's about the small details as well as the big issues, and it's about the whole person and their family.

It's why we also provide support with the emotional, spiritual and practical issues that a life-shortening diagnosis brings, as well as ongoing bereavement support.

As a local business and charity, hospice care is not only about delivering our frontline medical and nursing care. We cannot succeed without our income generating activities - covering fundraising, our charity shops, lottery, and café and commercial catering operation, The Mill - all of which are supported by an army of dedicated volunteers.

Hospice care is not about standing alone. It is about collaboration and the sharing of skills and experience with other health and social care professionals, as well as the wider community. We know we can't reach everyone who needs us by working in isolation - but through successful partnerships we can spread further and make a difference to more people who need us.

If you too are passionate about people and your vision and values align with ours, we very much look forward to hearing from you.

# Our values: Caring, compassionate and committed

Our values reflect who we are as an organisation and underpin every colleague's behaviours as we work in our individual roles to meet the hospice's goals. They are fundamental to everyone's approach – whether working in a frontline clinical position, or any number of other careers which are needed to ensure St Catherine's survives and thrives.

Whilst they may not have been labelled and promoted in the same way they are today back then, our values have been engrained in the way we work since we first opened our doors in 1985 – supporting the ethos and approach of hospice care as something to help people have quality of life, to the end of life.

## Caring



**We are caring in everything we do and we care to get it right for all those we come into contact with** – from patients, their loved ones, our incredible volunteers, and the wonderful supporters without whom we would not be here.

**We care about people** – not least our own staff. We want to develop and equip them to do their jobs so they can give their best and feel proud of their work and the difference it makes.

## Compassionate



**We are dealing with patients and their families at one of the most vulnerable and emotional times in their lives.**

**Compassion underpins every interaction we have with our community** – from our doctors and nurses caring for our patients, to our charity shop workers dealing with people who may be recently bereaved, or our community engagement team supporting a family to do some fundraising in a loved one's memory.

## Committed



**We go the extra mile** – that is what sets us apart.

**We know the importance of the big issues**, but are just as committed to the small details which mean so much.

We only have one chance to get this time in someone's life right, and we are committed to ensuring we've done everything we possibly can to make it the best it can be.

**We work hard to celebrate our values in action every day** - sharing them through team meetings, via our internal social network, through internal newsletters and in our weekly staff briefing.

**It is an exciting time for St Catherine's as an organisation. Our 5 Year Plan running to 2026 has culture and workforce at its heart** – with plans to further shape, develop and embed our hospice values, and enhance a culture we can continue to be proud of as we work towards our organisational goals.



## Our careers

St Catherine's offers opportunities in a wide range of careers and disciplines, including:

- Clinical
- Administration
- HR
- Fundraising
- Communications
- Catering and hospitality
- Finance
- Maintenance
- Social work
- Rehabilitation therapy
- Psychology
- And more

Each role and team is celebrated for the unique skills it brings to the organisation, and the part it plays in enabling the hospice to continue delivering safe, personalised care which meets the needs of patients and their loved ones.

A job with St Catherine's also means the opportunity to develop further in your role – widening skill sets and broadening knowledge through access to excellent personal and professional development opportunities.



For the latest career opportunities with St Catherine's please visit our website: **[www.stcatherines.co.uk](http://www.stcatherines.co.uk)**



And connect with us on social media  
**@StCatherinesPre** to hear the latest job news.

### St Catherine's staff survey 2021, independently conducted by BirdSong

- 97% of staff believe in the aims of St Catherine's
- 96% enjoy the work they do and working with their colleagues
- 94% are proud to work here



# Our benefits

Driving our workforce is the knowledge that each and every role plays a part in delivering safe, quality and personalised care for our patients and their loved ones.

In recognition of the care, commitment and expertise displayed by our staff, St Catherine's offers the following benefits:



**Stakeholder pension scheme with 8% contributions from the hospice,** or – for those with an NHS pension - the opportunity to continue in that scheme



**36 days' annual leave each year** (inclusive of Bank Holidays)



**Excellent opportunities for professional training and development**



**Additional wellbeing day off** on your birthday



**Maternity/Paternity benefits –** in addition to statutory benefits employees become eligible for St Catherine's Occupational Maternity or Paternity scheme after 12 months' continuous service



**Death in service award –** three times salary for those not already in the NHS pension scheme if you die whilst employed at the hospice



**Hybrid and flexible working opportunities**



**Ample, free car parking on site** with easy access to the M6, M61 and M65 motorways



**Various health and well-being benefits** including annual flu and Covid-19 vaccinations; access to complementary therapy, physiotherapy and counselling; discounted gym membership (TBC); and pre-employment health screening.



**Cycle to work scheme** with on-site bike shelter



**A workplace set in the beautiful grounds of St Catherine's Park,** which also features our locally renowned cafe The Mill



**Subsidised staff meals**



**Being part of an organisation with an exceptional reputational standing** in Central Lancashire and the North West

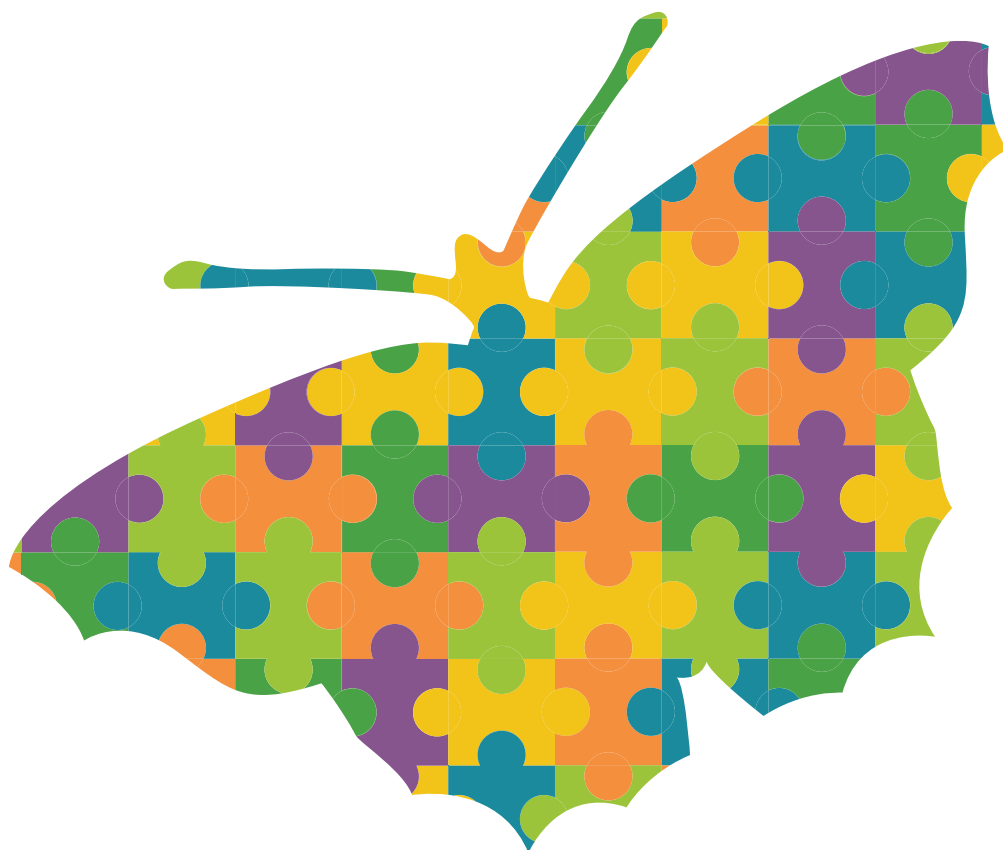


**The opportunity to apply for a nationally-recognised Blue Light Card** which offers discounts with online and high street retailers



# St Catherine's

## The way we work and behave



We are kind, friendly and welcoming



We encourage creativity, ideas and innovation



We are fair and consistent



We ensure patients and families are at the heart of what we do



We find time to support each other



We are respectful to everyone



We value all of our supporters



We collaborate and work as a team



We celebrate success



We communicate effectively and listen to each other, respecting differences of opinion



We are honest and transparent and nurture a culture of trust



We promote growth and development



We value diversity and promote inclusivity



We are always polite and demonstrate professionalism



We act with integrity