

**Through your employment with CQC you will automatically qualify for paid absence and leave above the statutory rate.**

### Annual Leave

27 days plus bank holidays. Rising to 29 days after 3 years service and 32.5 days after 5 years service.

### Maternity Leave

Qualifying period – 12 months+ service at the 15<sup>th</sup> week before expected due date.

26 weeks full pay. Additional 13 weeks statutory maternity pay (SMP) Additional 13 weeks unpaid.

### Partner Support (Paternity) Leave

3 consecutive weeks full pay completed within 56 days of the birth of the child or adoption.

### Adoption Leave

Qualifying Period - 12 months

26 weeks full pay. Additional 13 weeks statutory adoption pay (SAP) Additional 13 weeks unpaid.

### Sickness absence

Qualifying period - one years service

26 weeks full pay, 26 weeks half pay. Both over a rolling 12 month period.

### NHS Pension

Eligibility - new employees are automatically placed in the NHS pension scheme. Existing employees may be a member of a different scheme depending on previous employment.

Public sector statutory pension provision, meaning your pension is protected by law. CQC pays a high contribution per employee, which is about 14% of your pensionable pay (the highest average contribution is 10%). Employees get tax relief on their contributions and also pay a lower rate of national insurance each month. Automatic life cover for active members: 2x annual pensionable salary plus pension provision for spouses, co-habiting partners, civil partners and dependants.

### Healthservice Discounts

Eligibility - available to all CQC employees, temporary staff and agency workers.

Website available for all employees [www.healthservicediscounts.com](http://www.healthservicediscounts.com) offers money-off vouchers and promotional codes for hundreds of retailers, utilities providers and holidays.

Employees can also access a range of discounts and special offers through our online platform [www.cqcrewards.co.uk](http://www.cqcrewards.co.uk)

### NHS fleet solutions

Eligibility - permanent CQC employees who have completed their probationary period.

The scheme provides all permanent staff with the option to have access to a car of their choice under a lease arrangement.

### Cycle scheme

Eligibility - permanent CQC employees who have completed their probationary period.

Employees can save up to 50% off the price of a new bike and accessories from around 1500 bike retailers.

### Travel/Season Ticket Loan

Salary advance available to purchase season tickets, parking permits or to purchase a car, motorbike, or bike for business purposes.

### Childcare vouchers - provided by computershare voucher scheme

An amount is taken from the employees salary (before tax/NI) to pay for registered Childcare. Tax relief is limited for basic rate only.

### Eye care

CQC reimburses the reasonable cost of an eye test. CQC pays up to £50 towards the cost of glasses where prescribed for computer (VDU) use.

### Employee assistance programme (first assist)

CQC benefit - free advice available 24 hours a day, 365 days a year.