



demelza

extraordinary care for extraordinary children

Benefits, rewards and wellbeing



We value every colleague

Whether you're new to Demelza or have been part of our team for many years, we're pleased you're with us. Your growth and wellbeing are important to us.

Balance is important to us. Demelza offers a supportive environment, the potential for flexible working, competitive salaries and generous holiday entitlement.

Demelza's people are its most important and valuable resource. Our multi-disciplinary teams provide a wide range of expert, professional services across every area of the organisation. Our value 'human is our nature' runs through everything we do.

We recognise that a motivated, engaged, well supported and healthy workforce is key to the success of our services. That's why the wellbeing of our staff and volunteers is our top priority.

We strive to provide a wellbeing and benefits programme that offers a wide range of resources and support.

Lavinia Jarrett
Demelza Chief Executive

Benefits

At Demelza, we're committed to supporting our colleagues with a comprehensive and flexible benefits package that reflects the diverse needs of our team.

Whether you need support with financial security, work-life balance, or health and wellbeing, you'll find support options below.

Our offering includes:

Pension options, the ability to remain in the NHS Pension Scheme (for eligible colleagues) or join our group personal pension scheme with enhanced employer contributions.

Family-friendly policies, such as enhanced maternity and paternity pay.

Workplace support, including occupational sick pay, enhancements for care unsocial hours and generous annual leave that grows with your service.

"We have such a lovely team. Everyone is so supportive and we take care of how we're all feeling. Especially with end of life, it can be obviously quite challenging, but we have regular check-ins and peer support, and we help each other."

Elle Lakin, Health Care Assistant

Lifestyle and wellbeing perks, like free parking at our Kent and East Sussex sites, access to the Blue Light Card and the option to join Benenden through salary deduction.

Additional schemes, such as our buy and sell holiday programme, death in service cover, and the Introduce a Nurse Scheme.



Demelza enhanced maternity pay for eligible employees



Pay enhancements for care unsocial hours



Colleague newsletter to keep you informed



Opportunity to remain in NHS pension¹



Occupational sick pay scheme²



Access to benefits platform



Free parking at Kent and East Sussex



Cycle to work scheme



Tech scheme³



Eye care voucher scheme



Generous annual leave with buy / sell and service awards



RN Clinical Practice Allowance payment scheme - 5% of contracted basic pay - applicable to Band 5+



Death in service benefit worth three times annual salary. Up to age 75 years⁴

For more information contact:
askhr@demelza.org.uk

1. If contributed in last 12 months
2. Subject to continual qualifying periods and entitlement
3. Subject to eligibility/policy
4. For non-NHS pension members

Wellbeing

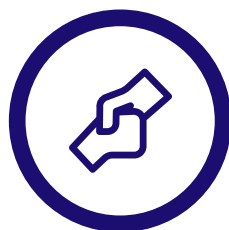
Demelza is proud to hold the Kent and Medway Healthy Workplace Silver Award and Investors in Diversity Silver Award.

We are committed to creating an inclusive, supportive environment where every colleague's wellbeing is prioritised.

We recognise that wellbeing is personal and ever-changing, so we offer a wide range of support, including:



Wellbeing hub – resources on mental, physical, and financial health



Employee assistance programme – 24/7 confidential support and counselling



Wellbeing champions – fully trained team offering peer support



Flexible working options – to support work-life balance



Wellbeing cafes, discounts, social events and free refreshments

A strong focus on equality, diversity, and inclusion ensuring everyone feels safe, respected, and empowered at work



MyVoice



Demelza believes that understanding our colleagues is the foundation of meaningful support.

We're committed to a culture where everyone has a voice. We use a range of channels to listen and respond:

- **MyVoice email:** An open inbox for feedback and ideas.
- **Quarterly MyVoice summary:** Organisation-wide updates on feedback and actions taken.
- **Engagement platform:** Fortnightly anonymous surveys across wellbeing categories, informing leadership decisions.
- **Freedom to Speak Up Guardian:** Anonymous, external platform for raising concerns safely.
- **SLT cafés:** Annual site visits for open Q&A and social connection with senior leadership team.
- **Clear communication:** Updates delivered effectively by our communications team.
- **Payroll drop-ins:** On-site sessions to help colleagues with pay queries.

"Some of the situations colleagues might face working at Demelza can be challenging and emotional, so it's important that everyone, employees and volunteers, have access to the right support"

Hayley Clark, Director of People and Culture

Learning and development

At Demelza, we believe ongoing learning is key to an engaged, effective workforce.

We offer a range of opportunities to support colleagues' growth, including:



Leadership development programme for managers



Learning circles – to encourage knowledge sharing



Comprehensive induction for new starters



Work in their shoes – job shadowing to build understanding across teams



Annual volunteering day for community engagement and growth



Flexible training, e-learning, conferences and clinical apprenticeships



Regular 1:1s and values – 360 appraisal for senior leadership and deputy directors



Digital inclusion

Demelza is committed to helping colleagues build digital confidence and skills to support their roles and personal development.

In 2025, we launched our digital inclusion programme, offering support, signposting and training for all levels. Key initiatives include:

- **Self-service HR platform:** Enables employees to view payslips, request annual leave and update personal information.
- **Intranet platform – DOTTIE:** Central hub for organisational documents, ensuring easy access and version control. Available to colleagues with a Demelza IT account.
- **Internal social platform:** A space to share colleague stories, celebrate successes and communicate key updates across the organisation.
- **Full digital training:** Comprehensive training for all colleagues, launching winter 2025 as part of the digital inclusion programme.





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