

# Working with HIQA

## BENEFITS



### PAY AND PENSION

Pay scales set out the rates of pay for each grade. This includes incremental pay. Pay scales are subject to government policy and reviewed regularly.

You will benefit from a public sector pension. You will be registered on a public sector pension scheme ensuring you can plan for a secure future.

You can avail of a Group Income Continuance Plan for State Organisations, join the Health Services Staffs Credit Union (HSSCU) and take out a tax deducted public transport travel pass.



### LEAVE AND WORK-LIFE BALANCE

Annual leave of 22 to 30 days per year.

Additional paid leave such as compassionate and caregivers leave, sick leave and study and exam leave.

Our family-friendly policies include paid maternity, paternity and parent's leave.

Unpaid leave is also available such as parental leave, shorter working year and career breaks.

Our blended working policy allows you to work one, two or three days per week in the office (depending on the role).

We also understand the importance of connection and hold events on a monthly basis.

Our flexi leave scheme is available for some grade and enables any time worked outside of the standard working hours to be claimed back.



### WELLBEING

Our Wellbeing Programme offers health and wellbeing workshops, seminars, activities and online classes. An online wellbeing platform is also available to all.

We offer various health screenings and vaccinations available each year.

We also have a number of initiatives, including:

- employee assistance programme (EAP)
- trained mental health first responders
- social club
- diversity and inclusion working group
- Cycle to Work Scheme.

HIQA holds frequent organisation-wide events and celebrations throughout the year.



### PROFESSIONAL DEVELOPMENT

We offer in-house training with a schedule of courses available.

We offer a number of development initiatives for example mentoring, coaching and leadership programmes.

A new people manager onboarding programme provides support to newly appointed managers.

Our academic education support scheme can lead to externally accredited awards up to and including PhDs with financial support available.

The library at HIQA offers access to databases, journals, trainings, grey literature and repositories.