



Royal College  
of Physicians

# Working for the Royal College of Physicians



# Working at the RCP

## Our business

The Royal College of Physicians (RCP) is a rewarding and friendly place to work with an incredible history, dating back to our foundation in 1518 by King Henry VIII. We are a professional membership body for physicians – doctors who work in hospitals – with over 40,000 members in the UK and around the world working to improve patient care and reduce illness. Our activities focus on educating, improving and influencing for better health and care.

We work from two main sites – The Spine, a new state-of-the-art building at the heart of the Knowledge Quarter in Liverpool, and an iconic Grade I-listed building overlooking beautiful Regent’s Park in central London.

Join us to help achieve our vision of a world in which everyone has the best possible health and healthcare.



# Our values

**We champion an inclusive culture and welcome applications from all sections of society. We value taking care, learning and being collaborative. These values underpin everything we do.**

## Taking care

- We ensure everyone feels included
- We recognise and respect that everyone has different needs
- We support colleagues' mental and physical health

## Learning

- We share information, signpost and share learning with others
- We dedicate time for learning
- We are imaginative and ambitious about what people can achieve

## Being collaborative

- We listen and let people know they have been heard
- We encourage and welcome diversity of thought and ask 'whose voices are missing?'
- We are aware of and adapt to different people's working styles



Every day RCP employees, officers, clinicians and volunteers help to deliver our vision: the best possible health and healthcare. To deliver it, we need all our people to feel valued, supported and enabled to perform at their best. Our collectively defined values are taking care, being collaborative and learning. We have used these to identify values-aligned behaviours that facilitate a culture that is supportive and inclusive, and promotes accountability and achievement.

RCP Leadership Team, Employee Forum chair and vice chair

Find out more about how we live our values.



# What we offer

## Rewards and benefits

Our rewards and benefits help our employees to plan for their future and financial security while also being able to enjoy today.

### Contractual benefits

We give more. Our generous holiday entitlement and enhanced sick pay rates (upon completion of a probationary period) means that employees can achieve a work-life balance and feel secure if they are unable to work.

### Pension benefits

A generous employer contribution and flexible employee contribution options allow our staff to shape a pension plan that is best for them.

### Financial benefits

From long-term security to daily savings schemes, we offer employees a variety of initiatives to save and plan for their future.

### Healthcare benefits

We prioritise the physical and mental wellbeing of our staff. Our initiatives provide employees with access to discounted healthcare services to get the help they need.

### Other perks

Via our benefits platform, our employees have access to hundreds of brands and discount offers on shopping, travel, gym memberships and more.

## Wellbeing

Good physical and mental wellbeing are vital to a healthy workplace. It's important to us that we provide our staff with the support and infrastructure to be happy and healthy. We prioritise the wellbeing of staff with our commitment to the following goals:

- To work with and support executive leadership to ensure the day-to-day wellbeing of staff
- Ensure that there are adequate resources and a manageable workload for staff to achieve a work-life balance
- Ensure that managers are equipped to recognise indicators of poor wellbeing and have the necessary training and tools to provide support
- To keep wellbeing in our everyday thinking across the RCP
  - Increase, and then sustain, communications in relation to wellbeing
  - Develop a wellbeing calendar fit for RCP engagement
- To be a leading example of wellbeing relevant to an organisation in the medical field
  - Keep up to date with thinking externally on matters of wellbeing at work
  - Engage with others working in the field of wellbeing

## Flexible working

We understand that work is an activity, not a place. We acknowledge that due to commitments and lifestyle, the world of work has evolved beyond the 9 to 5. Whether it's hybrid working or offering a platform for flexible working requests, our varied working arrangements make it possible for employees to achieve a true work-life balance.

# Careers at the RCP

**Whether you're a senior medical professional or helping to support our enabling functions, the RCP needs a wide range of talent in order to be successful.**

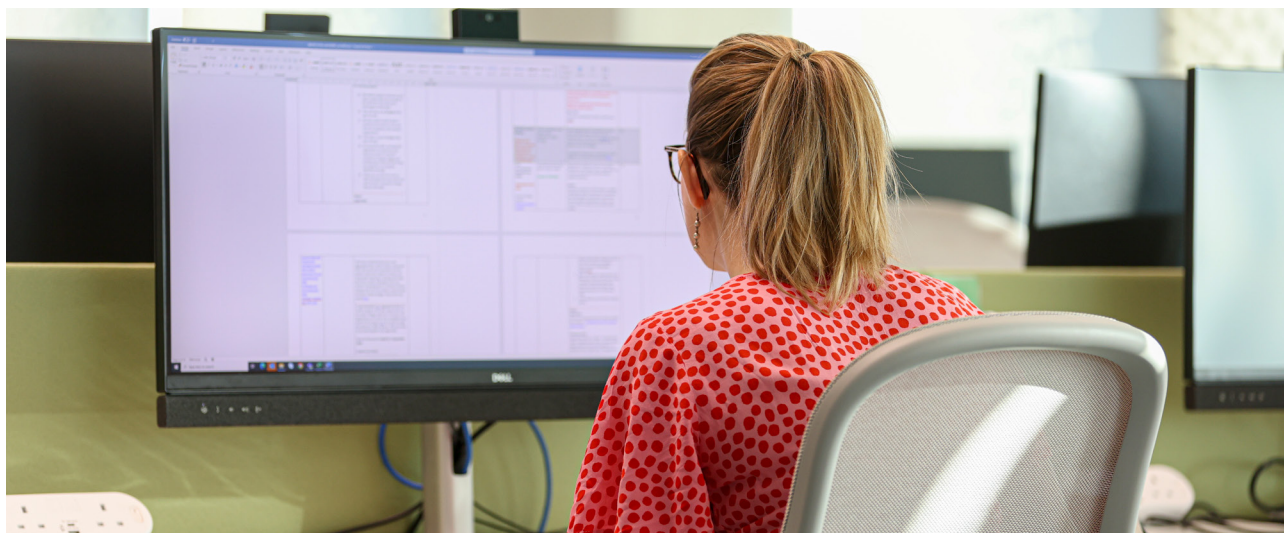
## **Start your career at the RCP**

Whether you're looking for a fresh start in a new job sector or completing your education, the RCP offers a wealth of opportunities to help you develop your career.

We provide a dynamic work environment, infrastructure and mentors to help you continue to learn, develop your skills and meet new challenges.

## **Progressing your career**

We strive to reward high performers and offer a platform to those wanting to take the next step. Our recruitment processes ensure that we provide the opportunity for internal candidates to apply for roles to progress within the organisation.



# What our people say



“ Having worked at the RCP for just short of a decade, I am filled with gratitude and pride. Starting my career here as a HR business partner, I’ve been fortunate to experience a continuous path of growth and development. The supportive environment and numerous opportunities to learn and take on new challenges have been integral to my professional growth.

Throughout my time at the RCP, I’ve been empowered to contribute to significant projects and initiatives that have shaped our workplace culture and HR strategies. The trust and encouragement from my colleagues have been pivotal in helping me hone my skills and expand my expertise.

Today, as the executive director of People and Culture, I am proud to be a key member of our Executive Leadership Team. In this role, I am dedicated to fostering an inclusive, dynamic, and supportive work environment where every employee feels valued and empowered to reach their full potential. My journey at the RCP has been incredibly rewarding, and I am excited to continue shaping the future of our people offer and contributing to our shared success.’

**Chiraag Panchal**  
Executive director. People and Culture



“ I’ve been at the RCP for 5 years now and find it a very welcoming environment. All members of staff are actively encouraged to develop their skills via a wide variety of courses and the Senior Leadership Team are keen to listen to employee views thanks to the Employee Forum.

As a working mum, the RCP has gone above and beyond in helping me to achieve a work-life balance. I have never been made to feel that I have to make a choice between work and family life and my team have been incredibly supportive throughout my pregnancy, maternity leave and since I have returned.

One of the most enjoyable things about working here is that you always feel valued and you know that you are making a difference by actively supporting clinicians throughout their career.’

**Anna Johnson**  
Examinations team leader

# Equality, diversity and inclusion at the RCP

**We are an employer that listens.**

**We have a strong culture of inclusion but also understand that it is an ever-evolving process.**

To champion and continually work towards a diverse and inclusive workplace, the RCP has some of the following practices in place:

- A diversity and inclusion calendar for events and initiatives
- Diversity and inclusion training, with regular refresher courses
- Diversity, inclusion and belonging employee representatives
- Diversity and inclusion staff networks
- Internal reports on diversity, inclusion and belonging to review our performance towards creating an inclusive workplace

We encourage all our staff to share their opinions, make suggestions and raise concerns.



“ One of the best things about working for the RCP is the positive and inclusive culture. Everyone’s opinion is valued, regardless of their role, and everyone has the chance to get involved in things that are important to them. Collaboration is encouraged at all levels and I’ve really enjoyed having the chance to work with people from different departments and different backgrounds.

In the past year, we’ve gone through an organisation-wide process to establish the values and behaviours that are expected of everyone. It was great that all our staff were given a voice and had the chance to co-create values and behaviours that are suitable for all our employees.

I’ve seen evidence of our three values of learning, taking care and being collaborative every day during the 2 years I’ve worked for the RCP.’

**Craig Gundersen**  
Internal communications manager

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