

Colleague benefits

Our sector-leading benefits package really builds up...



Your reward

- Competitive salary.
- 30 days annual leave entitlement (including bank holidays), rising to 35 days.
- Pensions, including a money purchase scheme with employee and employer contributions.
- A generous sick pay scheme.
- The opportunity of flexible working.
- 10% enhancement for working overtime.
- Sleep-in payments of £45.00* available in addition to basic pay. (*In some areas of the business you may receive a lower basic sleep-in payment and a further top-up payment).
- Paid training with financial bonuses for completion of awards and diplomas.

Your development

- We provide a full induction and training when you join us.
- In addition to regular 1-2-1s and annual appraisals, we'll help you develop and progress your career.
- We'll pay for and support you to complete the Care Certificate, a requirement for people working in the health and social care sector.
- You will have access to our comprehensive training platform, Learning Connect.

Moving on up

- We offer genuine career development opportunities and have a 'promote from within' culture.
- Our award-winning career development programme, Aspire, will support your career path choices, providing you with the skills and knowledge to make the leap to the next level, including personal coaching.
- We award financial bonuses to colleagues for every five years of employment, through our Long Service Awards.

Looking after you

- We have a comprehensive strategy for colleague wellbeing.
- We have a strong listening network including colleague forums where we work in partnership with UNISON.
- You have free access to the Employee Assistance Programme (EAP) with a 24/7 helpline for advice & financial wellbeing, also available to family members.
- You can take dependants' leave to deal with a family emergency, with a single day's paid leave on each occasion up to a maximum of one contracted week per leave year.
- You have access to a heavily discounted health cash plan.
- Free death-in-service life assurance cover.

Valuing you

- Discounts on shopping and days out.
- Salary advance scheme: access to some of your earned pay ahead of your regular payday.
- 50% contribution to the cost of learning to drive, subject to certain criteria.
- Bike to work scheme and interest-free season ticket loans.
- £200 bonus for introducing a friend to us, if we employ them.
- Discounts on Vodafone monthly tariffs.

