



Any questions?

If you would like to find out any more information about what it would be like to join Together, please contact the office that sent you the application pack, visit our website www.together-org.uk, or ask us at the interview if you are selected.

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Full details of all our benefits are available in our human resources manual, which is available at every work site.

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Staff Benefits

Why people like working for Together



Together's vision is of communities that:

- value mental wellbeing
- respect and support each person's individual journey towards fulfilment and happiness.

Together's mission is to support individuals and communities to:

- achieve mental wellbeing
- realise their potential.

In order to provide the best possible care for our clients we are committed to investing in our staff. This leaflet outlines some of the ways in which we do that and how we foster supportive and rewarding work environments.

Why join Together?

Working with people in difficulties – sometimes in crisis – helping them make crucial decisions and regain control of their lives is one of the most rewarding careers there is. We offer a wide range of fascinating job roles in many different areas of mental health and we are committed to a unique set of values that sets us apart from other social-care organisations.

This leaflet summarises the benefits of working for Together and also gives a few of the reasons why our staff think we are such a good employer to work for. If you have any further questions once you have read it, please don't hesitate to contact us.



What are the benefits?

Personal development

We are committed to developing our staff. Our current learning and development programme has over 180 days training, over 50 learning opportunities, and includes a suite of service user led training. We also have strong links with local authorities, colleges and primary care trusts so that we can offer local development opportunities where possible.

A recent benchmarking exercise showed that we are ahead of the field in our commitment to staff development with a higher than average number of staff attaining level 3 and 4 NVQs, and a higher than average number of training days per employee.

Maternity, paternity/co-parental, adoption and parental leave

All expectant mothers are entitled to 52 weeks' maternity leave. We offer an enhancement of an additional four weeks' leave on half basic pay, after the statutory pay expires. Details of eligibility and rates of maternity pay are available on request.

Employees who have completed 26 weeks' service and meet the necessary requirements may be eligible for paternity/co-parental, adoption, parental or additional maternity leave. Full details are available on request.

Childcare vouchers

We have a childcare voucher scheme that allows you to reclaim an element of your tax and National Insurance to help with childcare costs.

Empathy

We have an employee assistance programme called Empathy. This is a confidential help and advice line. New starters will be sent full details.

Pensions

We operate an occupational final salary pension scheme for full-time and part-time employees. The current rate of contributions for employees is 6% of annual salary and Together contribute 10%. We also offer a Stakeholder Pension if you do not wish to join the occupational scheme.

Job sharing and flexible working

To help our employees achieve a better work/life balance, we will consider job sharing and flexible working wherever possible.



Hours of work

Staff in our services are required to work a standard 37.5 hours (full-time) per week excluding a break for lunch. If the position requires you to work more than the standard hours, this will be stated in the person specification, advert and contract. Most Together jobs call for flexibility. Time off in lieu may be given for work outside the standard hours.

Salary

We aim to pay competitive salaries for our posts, which are reviewed at least annually. Salaries are paid on the last working day of the month.

Special awards

We run a Special Awards scheme once a year with prizes of £500. You can be nominated by your colleagues for an award if you have produced outstanding work above and beyond your normal duties.

NVQ payment

In addition to your salary you may be eligible for an NVQ payment of £500 per annum (pro rata for part-time staff) if you have an appropriate NVQ Level 3 or 4.

Annual leave

We believe in equality and fairness so all staff regardless of seniority get an equal annual leave entitlement. When you first join Together you will be entitled to 25 days' annual leave pro rata for that holiday year. For every full holiday year you work you will be entitled to an extra day's annual leave per year, up to a maximum of 30 days.

Hospital Saturday Fund

Our staff can join the HSF, which provides low-cost healthcare and telephone helplines for as little as £1 a week.

Public holidays

As well as your annual leave, you get eight statutory bank holidays per year; Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, spring bank holiday, late May (Whitsun) and August bank holidays. Part-timers receive bank holidays pro rata.

Season ticket loan

You can apply for an interest-free loan to purchase an annual season ticket for use travelling to and from work.

Sick pay

There is a generous sickness benefit scheme, which applies as soon as you start work with us. We also have access to Occupational Health who provide expert medical opinions.

Staff consultation and union membership

We have a union-recognition agreement with UNISON. Staff are also consulted and involved through the Joint Negotiating and Consultative Committee. You can also use this to raise any issues with management.

RAC membership

You will be eligible for a discounted membership rate with the RAC.

Equal opportunities

Our equal opportunities policy covers both employment and service provision. We aim to have a workforce that reflects the communities in which we work.

What do our staff think?

The best people to tell you what working for Together is really like are our staff. Here's what some of them have to say.

"I enjoy my role. It can be very challenging but my manager is extremely supportive and knowledgeable."

"There is a good balance of service-user involvement and independence. Everyone is treated as an individual and this is re-enforced by our respect for people's dignity and rights."

"Thanks to my colleagues for their hard work and courage. Together is giving back hope to the hopeless. I have worked with clients that think they will never get better. But thanks to Together's core values and training, they are having a better life today."

"The commitment to service-users and staff ensures the best possible working conditions for staff and in turn provides the best support for residents."

