



## Together Staff Benefits

### Personal development

We are committed to developing our staff. We offer skills development courses which support our staff to deliver responsive and adaptable services which people will want to use. We offer a wide range of e-learning to equip staff with the mandatory knowledge they will need to provide services which are safe and of good quality. We encourage teams and staff to be their own learning resource and share their knowledge and expertise with their peers and neighbours and provide the resources and guidance to enable this learning. We also have strong links with local authorities, colleges and primary care trusts with a view to providing local development opportunities where possible. All new staff receive an induction and further development will be discussed as part of your supervision and annual personal development planning.

### Annual leave

All staff, regardless of seniority, get an equal annual leave entitlement. When you 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. This excludes bank holidays. Part-time staff receive a pro rata amount of annual leave depending on the number of hours worked each week.

### Pension

Together must adhere to the government's initiative regarding auto-enrolment to a pension scheme. Details of your age and earnings are sent to our pension provider who assesses whether you meet the criteria for auto-enrolment. Your contribution rate will initially be at 1% of your earnings and Together will also contribute 1%. You will have the option to opt out or to increase your contribution rate. If you contribute 4%, Together will contribute 3%; if you contribute 6%, Together will contribute 6.5%.

### 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 26<sup>th</sup> week of leave. Employees who have completed 26 weeks' service and meet the necessary requirements may be eligible for paternity/co-parental, adoption, parental or additional paternity leave.

### Hospital Saturday Fund

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

### Childcare vouchers

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



### **Employee assistance programme**

We have an employee assistance programme called Lifestyle Action. This is a free, confidential service which can help you with any personal, work or family issues. It's available any time, by phone, email or online.

### **Cycle-to-work scheme**

This is a salary-sacrifice scheme that allows staff to obtain cycles and safety equipment as a tax-free benefit.

### **Job sharing and flexible working**

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

### **Salary**

We aim to pay competitive salaries for our posts, which are reviewed at least annually (without any requirement to award an increment). 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 up to £1,000. You can be nominated by your colleagues for an award if you have produced outstanding work above and beyond your normal duties.

### **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**

All staff receive contractual sick pay of 12 weeks' full and 12 weeks' half pay in a rolling year. We also have access to Occupational Health service who provide expert medical opinions.

### **Life assurance**

In the unfortunate event of your death whilst in the service of Together, the person or persons named by you will receive the equivalent of 2.5 times your basic salary or the assigned proportion, where applicable.

### **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.

**A dedicated website is available to all staff, providing more details and a range of resources on the above benefits in an easy-to-understand format.**