



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 supervision and annual personal development planning.

Annual leave

All staff, regardless of seniority, get an equal annual leave entitlement. Together offers 25 days' annual leave, pro rata for that holiday year. For every full holiday year worked, staff receive 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.

Pensions

All eligible employees are enrolled into the Together pension scheme. Staff make a contribution rate of 5% of earnings and Together contribute 3%. There is the option to opt out or to increase the personal contribution rate. The maximum that Together will contribute is 6.5% where a staff member contributes 6%

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 26th 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 Health Cash Plan, which provides low-cost healthcare and telephone helplines for as little as £1 a week.

Employee assistance programme

We have an employee assistance programme called HSF Assist. This is a free, confidential service which can help 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. Staff can nominate their colleagues for an award where they have produced outstanding work above and beyond their normal duties.

Season ticket loan

Staff 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

Together offers employees the reassurance that in the unfortunate event of their death whilst in the service, the beneficiaries they have identified will receive the equivalent of 2.5 times of their annual basic salary or the assigned proportion, where applicable.

Staff consultation and union membership

We are committed to hearing to the view of the workforce, and responding to any comments or concerns they raise. One way in which we do this is through a staff council, called the Workforce Representative Council which is governed by a recognition agreement with UNISON. This can also be used to raise any issues with management.

Perkbox

Employees can register for Perkbox giving them access to a wide range of discounts and benefits from some of the biggest brands around. The benefit is personal to the employee and therefore the employee can link their own personal debit or credit card to their account – not their company one. Where an employee has linked their bank card to PerksGo, they



earn credit every time they spend in PerksGo shops, restaurants, and bars. Credits can be spent on their favourite perks, including shopping vouchers and cinema tickets.

Hardship Loans

Together may, at its discretion, provide a loan to assist an employee who is in financial difficulty to help the employee meet the cost of their rent, mortgage, or utility payments, or to purchase food, or to meet urgent financial and unforeseen expenditure. The hardship loan can only be approved for those employees on permanent and fixed term contracts.