



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 5% of your earnings and Together will also contribute 3%. You will have the option to opt out or to increase your contribution rate. If you contribute 6%, Together will contribute 6.5%. This is the maximum that Together will contribute.

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. 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 annual 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.



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. If you link your bank card to PerksGo, you'll earn credit every time you spend in PerksGo shops, restaurants and bars. You can spend your credit on your 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.