

**JOIN OUR
TEAM**

HOW WE REWARD AND SUPPORT YOU

Our values matter to us and so do you

hartfordcare
creating caring communities

We understand that we all have different priorities at home and therefore aim to offer a mix of financial and non-financial benefits and rewards.



FINANCIAL BENEFITS

We recognise that times are difficult, so we offer competitive pay and rewards to support with this.

- Paid breaks
- Young workers paid the same as those aged 25+ Subsidised accommodation
- Free meals on shift in care homes
- Annual pay reviews
- Access to Wagestream – access to earned wages before payday and schemes to help you save.
- Performance related bonus (role dependent)
- Enhanced maternity and parental leave pay
- Free uniforms
- Enhanced overtime rates at a minimum of £1.50 per hour and paid overtime for Home Managers and Deputy Managers.
- Enhanced pension matching up to 6% (role dependent).
- Expenses
- Salary sacrifice schemes
- Recruitment referral fee
- Blue Light discounts
- Free DBS Check and NMC PIN cost reimbursed
- Paid training opportunities



LEARNING AND DEVELOPMENT

Your personal growth and learning is important to us, which starts on day one.

- Supportive induction programme
- E-Learning
- Skills development opportunities
- Apprenticeships
- Shadowing
- Leadership and management training
- In-house training
- Mentoring
- Study leave



ENGAGEMENT

Communication is at the heart of our success. We have lots of opportunities to talk and support each other.

- Regular all-employee update calls
- People and culture check-ins
- Coffee with Chief Executive
- Engagement forums
- Open culture
- Monthly and annual recognition nominations and awards
- Team meetings
- Supervision, one-ones, appraisals
- Engagement survey



HEALTH AND WELLBEING

Your health and wellbeing is critical to our success.

- Menopause support
- Enhanced support and/or paid time off for fertility treatment, miscarriage and baby loss
- Occupational Health
- Counselling
- Annual leave
- Employee Assistance Programme
- GP helpline 7 days a week
- Mental health support
- Life, money and wellbeing support



SOCIAL RESPONSIBILITY

We have a strong ethic around our social responsibility in all that we do and we are keen to support those issues that impact the world in which we operate.

- Developing Environmental, Social and Governance (ESG) strategy, showing our commitment to sustainability
- Supporting other organisations
- Equality, diversity and inclusion



WORK-LIFE BALANCE

We offer a range of flexible working opportunities that enables you to balance your work and personal life.