

**JOIN OUR  
TEAM**

# HOW WE REWARD AND SUPPORT YOU

Our values matter to us and so do you

**hartfordcare**

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.

- Occupational Sick Pay
- Paid breaks
- Subsidised accommodation
- Free meals on shift in care homes
- Enhanced holiday entitlement
- Annual pay reviews
- Life insurance
- Performance related bonus (role dependent)
- Enhanced maternity and parental leave pay
- Free uniforms
- Access to Wagestream – access to earned wages before payday and schemes to help you save.
- 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
- One-ones and 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
- Enhanced 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.