

**JOIN OUR
TEAM**

HOW WE REWARD AND SUPPORT

Our values matter to us and so do you

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 (worth c 70p per hour*)
- Free meals on shift in care homes*
- Enhanced holiday entitlement
- Annual pay reviews
- Life insurance
- Performance related bonus*
- Enhanced maternity and parental leave pay
- Free uniforms
- Access to Wagestream – access to earned wages before payday and schemes to help you save.
- Enhanced pension matching up to 6%*
- Salary sacrifice schemes
- Recruitment referral fee
- Blue Light discounts
- Free DBS Check and NMC PIN cost reimbursed
- Paid training opportunities
- Professional registration fees reimbursed



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
- Fully funded Diplomas
- Leadership and management training
- In-house training
- Mentoring
- Study leave
- Shadowing



ENGAGEMENT

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

- Regular all-employee update calls
- People and culture check-ins
- Coffee with Chief Executive
- Hartford Voice
- Open culture
- Heart of Hartford Recognition Awards
- Annual gala 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
- Mental health support
- Life, money and wellbeing
- Coaching



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
- Charity of the year
- 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.

* Role / Home dependent