

**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%\*
- Paid Jury service
- Salary sacrifice schemes e.g cycle to work
- Recruitment referral fee
- Resident referral fee
- Blue Light discounts
- Free DBS Check and NMC PIN 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