

# Employee Benefits – Caring for you

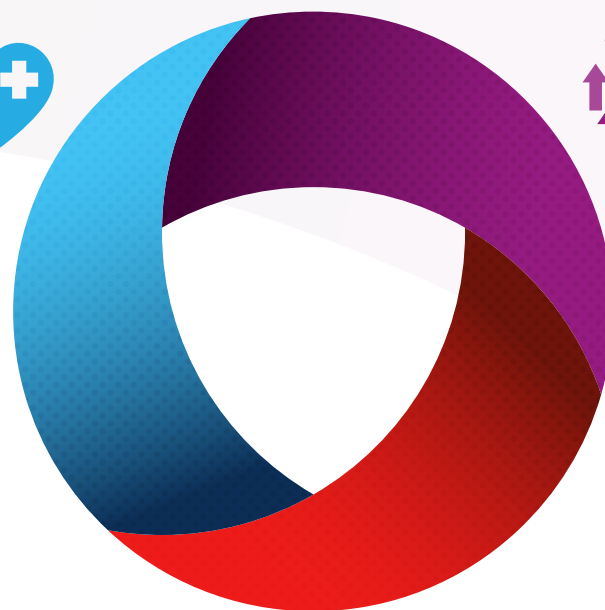
At Rethink Mental Illness we want people to feel valued and appreciated, that's why one of our top priorities is to recognise and reward employees for their hard work and contribution. We offer an attractive salary and benefits package and we are committed to paying competitive salaries, which is why we have been recognised as a Real Living Wage employer. We also know that many people are motivated by non-financial benefits and therefore offer a variety of Health, Wellbeing, Financial and Developmental benefits. As a leading Mental Health charity, we also pride ourselves on openly talking, encouraging and supporting employee wellbeing and mental health.

Please see our employee benefits below. These benefits and entitlements are universally available to all staff regardless of level, and length of service (excluding Annual Leave where this does rise in line with length of service):

## Health and Wellbeing



- 25, increasing to 30 days, Annual Leave per year plus Bank Holidays (pro rata for part time staff)
- 1 extra day for your Birthday Leave
- Employee assistance programme
- Birmingham Hospital Saturday Fund – Health Cash Plan
- Cycle to Work Scheme
- Free flu jabs available to all
- Flexible Working
- Compassionate and Dependant Leave
- Wellbeing Review Action Plan (WRAP) used with employees to support wellbeing
- Wellbeing Ambassadors across the Charity
- Wellbeing Hub resources – recipes; HIIT classes; Mindfulness and Yoga sessions
- Mental Health Awareness Week resources for employees



## Financial



- Contributory Pension Scheme
- Life Assurance
- Enhanced Maternity, Paternity and Adoption policy
- Nayer – Financial Wellbeing Support
- Refer a Friend scheme
- Occupational Sick Pay Scheme
- Season Ticket Travel Loan

## Developmental



- We have been awarded Investors in People Silver status showing what it takes to lead, support and manage people for sustained success
- You will have access to inhouse and funded Training and Development opportunities delivered in a variety of ways
- Access to digital resources through our 24 hour Learning Zone
- Professional Subscriptions paid where required for role
- Ongoing professional and personal development is supported by individual supervision, group supervision, regular one to ones and appraisal
- We offer sabbaticals, study leave and secondment opportunities

## Health and Wellbeing Benefits

### Annual Leave

Here at Rethink Mental Illness our holiday year runs from 1st April – 31st March. On joining you will be entitled to 25 days annual leave plus Bank Holidays (pro rata for part time staff). We know how beneficial taking time away from work can be which is why we also give all employees 1 extra day for your Birthday Leave.

An additional days leave will be awarded on 1st April following the second, third and fourth anniversary of the commencement of your employment, and an additional two days are awarded on 1st April following the fifth anniversary of the commencement of your employment, up to a maximum of 30 days.

### Wellbeing

We know more than most the importance of looking after our 'whole' self and what it takes to bring our best self to work. As a leading Mental Health Charity, we pride ourselves on doing the right thing and supporting our employee's health and wellbeing, we pride ourselves on how we 'CARE' for our employees. Wellbeing is a priority and is encapsulated in our mission, vision, values and behaviours, as well as onboarding employees and development opportunities. We have a variety of resources to support managers and employees:

- Review Action Plan (WRAP) used with employees to support wellbeing
- Wellbeing Ambassadors across the Charity
- Wellbeing Hub resources – recipes; HIIT classes; Mindfulness and Yoga sessions
- Mental Health Awareness Week resources for employees



## Health and Wellbeing Benefits

### Employee assistance programme

We all have times in our life when we need a little extra support. That's why we have teamed up with Bupa to provide a service that's there to help you take care of your mental health and wellbeing. It is a free and confidential service. During the COVID pandemic we received great feedback from employees that reached out and used the free counselling service BUPA provides.

There is also a BUPA Boost App free for employees. It is a health and wellbeing tool designed to inspire you to set and achieve your own health goals. Focusing on four key areas: nutrition, fitness, mindfulness and relaxation, you'll be able to compete with colleagues and have fun as you improve your health.

### Birmingham Hospital Saturday Fund – Health Cash Plan

Make paying for your healthcare easier and more affordable with our BHSF benefit. By spreading the cost out with BHSF health cash plan, all you do is pay a monthly premium, and then every time you go to the dentist, opticians or physio (plus much more), you send BHSF a receipt and they pay you back. They can help you budget for unexpected costs, so you don't need to worry if something crops up – you'll be able to claim all or part of the money back.

The health cash plan covers you for dental, optical and a range of therapies. You can also claim back on things like hearing aids or overnight stays in hospital, plus much more. BHSF family policies mean that you can also claim cash back for your partner and children.

### Cycle to Work Scheme

More and more people are taking up cycling so at Rethink Mental Illness we support employees purchase a brand-new bike which can help improve health and wellbeing. Whether you use your cycle to get to and from work or to help with a 'fake commute' teaming up with Reward Gateway allows employees save money on bikes and cycling equipment from Halfords and a network of participating retailers, encouraging a healthier commute; plus you save on National Insurance contributions.

## Health and Wellbeing Benefits

### **Free flu jabs available to all**

Frontline health or social care workers are not the only group entitled to a free flu jab. The NHS website, lists seven groups, such as pregnant women, who are entitled to get vaccinated for free but not to worry if you're not entitled to a free flu jab and would like one, Rethink Mental Illness allows all employees to claim for it on expenses by logging a receipt in the usual way.

### **Flexible Working**

As an organisation we recognise the growing demand for flexible working both from individuals who want to achieve a greater work life balance and the need to align the business needs with the way in which our employees work and meet the needs of our service users. We understand that in order to be successful in competitive tenders, flexible resource arrangements are essential; and because being open to requests for variation to standard working practices from employees helps maintain a committed and skilled workforce. You can apply for flexible working following the flexible working procedure on the intranet.

### **Compassionate and Dependant Leave**

Supporting our people when significant and unforeseen events may occur in their lives outside of work is very important to us. In such circumstances we strive to support our people by creating a supportive environment and ensuring that our people are afforded the time they need to deal with such situations. A range of supportive measures and leave is highlighted in the special leave policy that covers a range of situations.



## Financial Benefits

### **Contributory Pension Scheme**

Rethink Mental Illness offer all employees membership to our Automatic Enrolment Pension Scheme which is provided by The Peoples Pension. The Peoples Pension is one of the largest master trust workplace pensions in the UK.

Rethink Mental Illness contribute 4% of the employee's contractual salary with the employee contribution being a minimum of 5%, HMRC contribute 1% equating to a minimum of 10% of employee's contractual salary being paid into the employees' pension pot.

### **Group Life Assurance**

Group Life Assurance is financial support for our employees' loved ones by way of a tax-free lump sum payable to the beneficiaries of an employee should they die whilst employed with Rethink Mental Illness. The Group Life Assurance, also known as Death in Service benefit, equates to a payment of 1 x the annual salary at the time of the employee's death. This helps to give employees peace of mind for themselves and their loved ones.

### **Enhanced Maternity, and Adoption pay**

We know how important work life balance is which is why employees who are entitled to receive Statutory Maternity, and or Adoption Pay will receive this for 39 weeks. The first 6 weeks of these Statutory Payments is paid at 90% of average weekly earnings and the remaining 33 weeks is paid at the statutory rate set by the government each April. In addition to this, Rethink Mental Illness will pay an additional 2 weeks at 90% of average earnings if the employee has 2 years continuous employment with Rethink Mental Illness by the 15th week before the expected week of childbirth.



## Financial Benefits

### **Neyber – Financial Wellbeing Support**

Supporting the wellbeing of our people is one of our goals, that's why we've launched Neyber, which is all about making money matters less complicated. If you sign up, you get clarity on your cash – so a financial health score gives you a clear view of where you currently stand and highlights where and how you can improve. You can also maximise your savings by saving into an ISA and they offer you the option to borrow fairly and securely through your salary.

### **Refer a Friend scheme**

Rethink Mental Illness 'Refer a Friend' scheme is a great way to help both yourself and the charity at the same time. The scheme gives you the opportunity to earn up to £300 when you successfully recommend a friend or relative to work at Rethink Mental Illness.

### **Occupational Sick Pay Scheme**

The health and wellbeing of our employees is vital to Rethink Mental Illness which is why we have a generous occupational sick pay scheme up to 16 weeks full pay and 16 weeks half pay depending on length of service. The payment during sickness will be a combination of Statutory Sick Pay (SSP) and Company Sick Pay (CSP), not exceeding gross basic salary.

### **Season Ticket Travel Loan**

Commuting to and from our place of work can be quite costly therefore Rethink Mental Illness is committed to promoting a sustainable travel policy to help reduce and spread the cost of travel, plus reduce the adverse impact of traffic on people and the environment. Employees can apply for an interest free Travel to Work Season Ticket Loan. The loan will be recovered from salary payments over the period of the season ticket.



## Developmental Benefits

### Professional Subscriptions

The personal development of our people matters to Rethink Mental Illness. Therefore, we will pay towards annual / professional subscriptions for roles that require subscriptions.

### Investors in People

The Investors in People (IIP) Standard defines what it takes to lead, support and manage people for sustained success which is why we are pleased to have been awarded Silver status. Our desire to be an employer of choice drives us to work towards being awarded Gold status.

### Training and Development

We believe strongly in helping our people to develop their talent and potential to the full, which is why we continue to add to our internal offering. In addition, we will also give you the opportunity to undertake relevant external courses; study for an approved qualification or complete an apprenticeship.

You will have access to in house and funded Training and Development opportunities delivered in a variety of ways, as well as access to digital resources through our 24 hour Learning Zone. We offer sabbaticals, study leave and secondment opportunities and on-going professional and personal development is supported by individual one to one's; supervision; group supervision and twice yearly appraisals.

