



Parkhaven Trust

*Established 1888*

# EMPLOYEE BENEFITS

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# OVERVIEW

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**We are delighted to offer a range of benefits to employees including:**

- Real Living Wage
- Company sick pay
- Extra pay on bank holidays
- Maternity/paternity leave
- Pension
- Life assurance
- Childcare vouchers
- Flexible working
- Occupational health service
- Counselling support
- Free parking

## **Why work for us?**

- We offer competitive pay rates
- We hold an Investors In People Gold Award (we listen to and invest in our staff)
- Higher levels of staff satisfaction when compared to other similar organisations
- We invest in our staff through regular training and supervision
- We encourage and value the opinions of our staff to help shape the future of the Trust
- We have an active Works Council made up of staff from cross the Trust; helping shape working conditions and environment.

# WHAT OUR STAFF SAY

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*"I look forward to coming to work of a morning. I get great satisfaction doing my job. I love the way every day is different."*

*"It's great to be working for an organisation that cares so deeply about the standards of care it gives to it's service users."*

*"The best thing about working for Parkhaven is I have been able to move my way up the career ladder where I want to be."*

*"Good work life balance, good colleagues, good values"*

## How we compare:

- **82%** of staff would recommend Parkhaven as a good place to work. (that's 8% more than similar organisations)
- **86%** of staff feel supported by their managers to improve their skills (that's 16% more than similar organisations)
- **95%** of staff feel the service they work in delivers a high quality service to the people they support. (that's 9% more than similar organisations)
- **92%** of staff said their work at Parkhaven Trust gives them a sense of personal achievement (that's 5% more than similar organisations)
- **83%** of staff highly rate the leadership in their services (that's 15% more than similar organisations)

(Data taken from 2020 staff survey and bench marked against similar organisations)

# HEALTH & WELLBEING

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## **Flexible Working**

We are committed to helping staff balance the demands of both their work and personal needs through flexible working and retirement arrangements.

We are proud to offer more flexible working opportunities. Part-time, full-time, day shifts, night shifts and overtime can all be considered dependent on your role within the Trust.

## **Occupational Health Service**

We offer an occupational health service to support staff with work and non-work issues which cause an adverse impact on their ability to perform their duties or attend for work.

## **Counselling Support**

If you ever need to discuss work or personal issues confidentially, you have access to a free independent and confidential counselling service, provided by the Independent Counselling and Advisory Service (ICAS).

This can be accessed via a recommendation from your Service Manager or Human Resources Manager.

## **Company Sick Pay (length of service)**

We pay full company sick pay for up to 26 weeks, dependent on length of service.

# FINANCIAL

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## **Real Living Wage Employer**

Our Real Living Wage commitment means everyone working at Parkhaven Trust receives a minimum hourly wage of £9.50 which is significantly higher than the government minimum for over 23s, which currently stands at £8.91 per hour.

In the North West region nearly a quarter of all jobs (20%) pay less than the Real Living Wage - around 584,000 jobs. Despite this, Parkhaven Trust has committed to pay the Real Living Wage and deliver a fair day's pay for a hard day's work.

## **Pension**

The Trust operates an auto-enrolment pension scheme. There is a current contribution from the employer of 3% and employee of 5%. If you wish to opt out of this arrangement, details are provided following initial enrolment.

## **Extra 60% Pay Working on Bank Holidays**

Bank holiday entitlements are included in the annual holiday entitlement for each staff member on a pro-rata basis. Staff who are not working on a bank holiday will take the day as part of their annual holiday entitlement and will be paid accordingly.

Given the nature of our business it is necessary for many of our employees to work public and bank holidays. These holidays are paid at an extra 60% (and 100% on Christmas Day) and similarly of the portion of the night shift that falls on the bank or public holiday. For staff who work these holidays, their bank holiday entitlement can be used at a later date.

## **Life Assurance**

All employees are covered by a life assurance scheme which provides a death in service benefit, up to the age of 70, of twice their annual salary.

## **Free Parking**

We offer ample free parking situated close to your place of work.

# LIFESTYLE

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## **Maternity, Paternity, Adoption and Parental Leave and Pay**

Maternity and Paternity leave are paid in accordance with the current statutory provision. Mothers are able to share their parental leave with their partners. This enables mothers to commit to ending their maternity leave and pay at a future date and to share the untaken balance of leave and pay with their partner, or to return to work from maternity leave and opt in to shared parental leave and pay at a later date.

Shared parental leave is also available to adoptive parents.

## **Childcare Vouchers**

Assistance with the cost of childcare is available through a salary sacrifice scheme. This provides a tax benefit to the portion of the salary sacrificed for childcare costs.

## **Pay and Annual Leave**

For Nurses; the Trust pays for your Personal Identification Number (PIN) with the Nursing and Midwifery Council (NMC)

Employees are entitled to paid annual leave from 5.6 weeks to 6.6 weeks dependent on your role

## **Learning and Education**

The Trust supports your journey to further your education and development.

We provide access to gain a QCF , which is a nationally recognised qualification.

We provide access to all mandatory training.