

Working at ExtraCare



Culture

<p>Community environment for location staff – working under one roof</p>	<p>Doing something positive by working for a charity</p>	<p>Team work</p>	<p>Better lives for older people</p> <p>Vision</p>	<p>Making a difference</p>	<p>Empowerment Collaborative Compassion Transparent</p> <p>Values</p>
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Pay and Benefits

<p>Competitive pay</p>	<p>Life assurance for non pension members</p>	<p>Enhanced</p> <p>Bank Holiday Pay</p>	<p>25</p> <p>25 days annual leave</p>	<p>Buy and sell annual leave</p>	<p>Enhanced maternity and paternity leave</p>	<p>Attendance award</p>	<p>Cycle to work</p>	<p>Refer a friend payment</p>
<p>Occupational sick pay</p>	<p>Employer pension contribution of up to 9% of salary (Includes death in service payment 4x annual salary)</p>	<p>Flexi-time – HO & some location staff</p>	<p>Additional day's annual leave for long service</p>	<p>Real living wage (all staff excluding retail)</p>	<p>Bonus scheme - retail staff</p>	<p>Blue Light discount</p>	<p>Golden Hello Payments for care & support workers</p>	

Career development

<p>Learning and Development opportunities</p>	<p>Access to apprenticeship funding</p>	<p>Learning Hub e-learning platform</p>
<p>Comprehensive induction programme</p>	<p>Performance development reviews</p>	<p>Leadership and management programmes</p>

Wellbeing

<p>Employee Assistance programme</p>	<p>Thrive at Work Wellbeing accreditation</p>	<p>Occupational Health services</p>
<p>Access to new digital technology investments</p>	<p>Use of location gyms</p>	<p>Eye Care scheme</p>

Engagement

<p>Staff suggestion scheme</p>	<p>Staff forum</p>	<p>INVESTORS IN PEOPLE We invest in people Gold</p>
<p>Annual staff survey</p>	<p>Equality, Diversity and Inclusion group</p>	