

# Benefits and Rewards



At Empanda, we feel it is important that our staff team is well rewarded for the valuable job they do. So, when you join us, we'll give you access to a competitive package of 'We Value You' benefits and rewards. We regularly review the package to ensure it is the best it can be within the resources we have available.



**Pay** – We regularly check our salaries against other care providers to ensure we remain competitive and keep up with market changes. We will review your basic pay every April.



**Pension** – We are all aware of how important it is to save for our retirement. Provided you meet the eligibility threshold, you will be automatically enrolled into our Workplace Pension Scheme with *The People's Pension*. Based on total earnings, we will contribute 3% and you will contribute 4%. You can opt to contribute a higher percentage if you wish.



**Holidays** – You are entitled to a minimum of 22 days' annual leave per annum plus Bank Holidays, rising to 27 days' plus Bank Holidays after five years. This is pro-rated if you work part-time.

*(Relief employees/TPO contracts receive the equivalent in holiday pay).*



**Sick Pay** – As an Empanda employee, you will be entitled to:

- Days 1 – 3: unpaid
- First 6 months (probation): Statutory Sick Pay
- 7 to 12 months: 1 month full pay/1 month half pay
- 13 months onwards: 2 months' full pay/2 months' half pay

*(Relief employees/TPO contracts have no entitlement to sick pay).*



**HSF Health Plan** – Is a health cash plan which is an easy and affordable way to help you cover the cost of everyday healthcare expenses such as dental, optical and chiropody, plus support for more serious healthcare issues. Open to all employees on a permanent contract, the plan offers many benefits to you, your partner and your children (under 18) who are living with you.



**HSF Perkbox** – If you sign up to HSF Health Plan, you automatically get access to hundreds of discounts from all your favourite places. This web-based service means you can access perks, including retailers, leisure activities and holidays wherever and whenever you want.



**HSF Assist** – Open to all employees, HSF Assist provides you with unlimited access to a variety of assistance helplines and services, including medical, legal and counselling.



**Refer a Friend to Work** – Finding new talent isn't always easy. Our 'Refer a Friend to Work' scheme offers our staff team the opportunity to recommend friends and family with the skills and attributes needed for a particular role as and when vacancies arise. It allows us to cast our net wider to find the right person for the right job and should they be appointed and stay with us beyond probation, you will receive a total of £100 (subject to tax and NI).



**Monthly Staff Draw** – Your chance to win a £25 shopping voucher which is accepted by thousands of retailers, restaurants and leisure establishments nationwide.



**Employee Training and Development** – We are committed to the professional and career development of our employees, with a dedicated in-house Training Manager.



**Work/Life Balance** – We are committed to ensuring employees maintain a good work/life balance and offer a number of family friendly employment policies.



**Uniform** – We provide Empanda uniform in line with the requirements of the role.



**Credit Union Membership** – All employees and volunteers can benefit from Eastern Savings & Loans credit union membership. A credit union is a financial co-operative which provides savings, loans and a range of financial services. Membership includes, an easy access savings account, online and telephone banking, and free life and loan insurance. As a co-operative all members can share in the profits.