



## **REWARD at CARE**

We want to provide a reward package that is fair and transparent to our employees and keeps us in line with the market within which we operate. We value the contribution that our employees make to achieving our objectives and delivering high quality work.

### **Annual leave**

During first year of service we offer 25 days annual leave. Thereafter from 1st July each year, the leave allowance increases by one day for each year worked up to a maximum of 30 days per year on completion of 5 years. **In addition**, all staff receive 3 days Discretionary Company Leave between Boxing Day and New Year's Day.

### **Pension**

We operate auto-enrolment for all staff into our pension scheme with Royal London. The minimum employees' contribution is currently 3% of basic salary and CIUK contributes the equivalent of 5% of your basic salary.

### **Group Life Assurance**

We enrol all our employees into our Group Life Assurance scheme, with a lump sum cover equal to 3 times basic annual salary.

### **Health cash plan**

We provide a health cash plan to employees, provided through Simply Health. The cash plan offers money back on many everyday health care bills, such as visits to an optician, dentist or physiotherapist, up to annual limits. This benefit is available to staff from day 1. Through this plan, employees can also get access to the free and confidential 365 days / 24 hours employee assistance helpline (counselling and legal).

### **Bike Scheme (Salary Sacrifice)**

We offer a cycle to work scheme with Cycle Solutions to assist staff with bike purchases. By covering the cost of the bike through a salary sacrifice, most people save about 39% of the cost.



### **Interest-free loans**

Employees with at least three months continuous service are eligible for an interest-free loan to assist them in purchasing either: an annual season ticket, or a gym membership (up to £500).

### **Education assistance**

We are committed to supporting courses of study leading to professional qualifications that will meet organisational objectives. Individuals can apply for assistance in two forms: financial assistance and / or study leave assistance.

### **Reimbursement of Professional Membership Fees**

We reimburse professional membership fees where membership of a professional body is a requirement of the role.

### **Family Friendly Policies**

We offer a range of family friendly policies with enhanced entitlements, including maternity/adoption policy, shared parental leave policy, paternity leave policy, dependent leave, compassionate leave etc.