

# **REASONS TO WORK FOR BRUNELCARE**

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| <b>FLEXIBLE WORKING</b>                | Brunelcare is committed to supporting the well-being of all employees. We recognise that not everyone can work full-time on a fixed basis, so we seek to support and accommodate flexible working whenever possible.  |
| <b>HYBRID WORKING</b>                  | We offer a mixture of working from home and on-site/in the office, where possible.  |
| <b>PAID TRAVEL TIME &amp; EXPENSES</b> | Employees required to travel for work purposes, e.g. between service users' homes, will not only be reimbursed for their mileage but will be paid for their travel time.  |
| <b>ADDITIONAL HOLIDAY</b>              | Employees receive 2-5 days more than the statutory minimum, pro rata. In addition to this entitlement, all employees will receive an extra three days' holiday when they reach five years of service as a thank-you for their commitment to the Charity.  |
| <b>PENSION SCHEME</b>                  | To help people save for their retirement, employees who meet certain criteria will be enrolled automatically into our Defined Contribution scheme. Brunelcare will contribute to this pension scheme on their behalf. The scheme includes a death in service benefit of three times pensionable earnings. |

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| <b>CYCLE TO<br/>WORK<br/>SCHEME</b>                | Available to all employees who want to use a bike for commuting. This salary sacrifice benefit enables employees to get a bike tax-free, saving 25-39% on its high street value while spreading the cost over an agreed period.                   |
| <b>EMPLOYEE<br/>ASSISTANCE<br/>PROGRAMME</b>       | Brunelcare offers all employees access to an Employee Assistance Programme which includes access to a 24/7 confidential helpline service for advice, support and professional counselling.  |
| <b>ALL LEVELS<br/>OF<br/>EXPERIENCE</b>            | We are always looking for great people, whatever your level of experience. If you care about where you work and want to help people make the most of life we will support you to develop the skills required to carry out the role.               |
| <b>CONTINUOUS<br/>TRAINING AND<br/>DEVELOPMENT</b> | All employees will be supported to complete appropriate training relevant to their role. This includes completion of the Care Certificate for Care roles. There are also lots of opportunities to develop and progress within your chosen career. |
| <b>DIVERSITY<br/>AND<br/>INCLUSION</b>             | We value our employees and promote equality and inclusion in everything that we do. The Charity is proud to hold the Investors in People accreditation and remain a Disability Confident employer (previously known as Two Ticks)                 |