

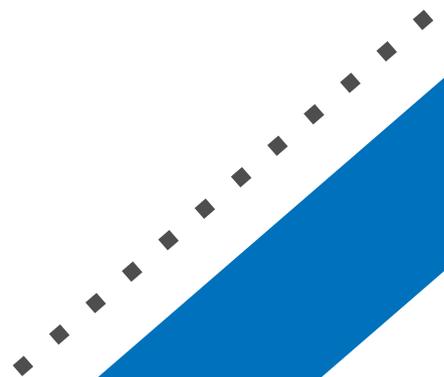


Our colleague benefits



Contents

Annual leave	2
Wellbeing with Vitality	3
Volunteering	5
Learning and development	6
Technology scheme	7
Car scheme	8
Cycle to work scheme	9
Parental leave & pay	10
Your pension	13
Life assurance	15
Rewards and events	16

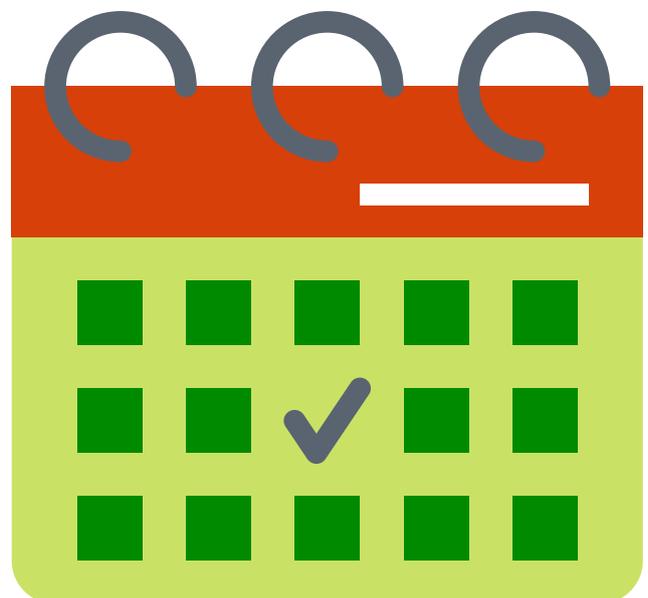


Annual leave

In addition to the usual bank holidays in England, our colleagues are entitled to 30 days of paid annual leave each year (or the pro rata equivalent if you work part-time).

Annual leave starts at 30 days per year, rising to 32 days after 5 years of service.

We also offer an annual leave purchase or sell scheme of up to 5 days per year.



Wellbeing

Vitality provide our wellbeing benefits package and discounts.



[Find out more here.](#)

Understand your health and access care

- Health screens with Vitality Healthcheck and Bluecrest.
- Access to online Vitality GP appointments, talking therapy and unlimited access to physiotherapy.
- Employee assistance programme, offering emotional support and guidance. Vitality can also refer colleagues for up to six counselling sessions.



Wellbeing

Getting healthier

- Discounted gym memberships, HIIT classes and home workouts, workplace competitions, and rewards for healthy living.



Rewards

- Discounts at Caffè Nero, Nike, and more.

Mindfulness and relaxation

- Access to the Headspace app and Vitality Healthy Mind.



Volunteering

We offer our colleagues two days per year to volunteer in a team or as an individual.

Creating social value & improving wellbeing

If all of our colleagues volunteered for two days each year, this would create over £200k of social value in communities across England.

Volunteering is a great way to boost your wellbeing!

94% of people who volunteer say that volunteering improves their mood and 96% say that volunteering enriches their sense of purpose.



Learning and Development



We're investing in our people through our apprenticeships and Continuing Professional Development (CPD), to create a high performing organisation.

We offer a great range of apprenticeships! To find out what is on offer, contact training@concerngroup.org.

If you see a course or training session that you think would be beneficial to you, chat to your line manager who will explore the options with you.

More courses on self-care, non-clinical development, and a managers' toolkit are available in our Learning Hub.

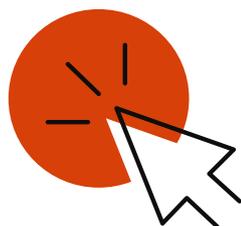
Technology scheme

Fleet Home Electronics salary sacrifice scheme.



Through our salary sacrifice scheme, colleagues can buy discounted electronics and technology from Currys, including home appliances, phones, gaming, tablets, TVs, fitness trackers, and more!

See what's on offer here.



fleet
home electronics

Car scheme

Save money on a new car through our NHS Fleet Car scheme



How does it work?

Get a new car through our salary exchange scheme.

Colleagues can 'swap' part of their gross salary and in return we fund the costs of providing the car - including all servicing, repairs, road fund licence, and insurance costs.

Alternatively, colleagues can lease the car by paying for it from their net pay.

Cycle to work scheme

The Cycle to Work scheme is a government initiative which offers tax incentives.

Colleagues can save up to 42% on the price of a new bike, plus related safety equipment such as a helmet and lights.



Parental leave & pay

We offer enhanced maternity, paternity, and adoption pay and shared parental leave for our eligible colleagues.

Maternity

We offer 26 weeks of maternity leave and 26 weeks additional maternity leave.

Colleagues must take at least two (in certain cases four) weeks of compulsory leave, starting from the date of the birth.

Paternity

Colleagues are entitled to take either one or two week's paternity leave.



Parental leave & pay

Adoption

Colleagues are entitled to 26 weeks adoption leave and a further 26 weeks additional adoption leave.

Adoption leave may commence from the date of the child's placement or up to two weeks prior.

Shared parental leave

Colleagues can choose how to share their child's care during the first year after birth or adoption, to give more flexibility.

All eligible colleagues have a statutory right to take shared parental leave. There may also be an entitlement to some shared parental pay.

Parental leave & pay

Pregnancy loss policy

We support all colleagues who suffer the loss of a pregnancy, whether it happens directly to them, their partner, or their baby's surrogate mother.

For all types of pregnancy loss, we offer two weeks paid leave, paid leave for medical appointments, flexible working, counselling, and general support.

Menopause support

We are committed to providing an inclusive and supportive working environment.

As part of this, we provide support for colleagues who are experiencing the menopause.

Your pension

Our pension offer

Once you begin working with us, you will automatically be enrolled onto our pension plan. We have a pension plan arrangement with B&CE Pensions ([The People's Pension](#)).

How does it work?

We pay employer contributions into our colleagues' pension every pay period. The government also contributes through tax relief.

The standard contribution colleagues can make is 4%, but if they wish to increase this we will match the contribution up to 5%.

[For more details, check out The People's Pension Member's Booklet here.](#)

Your pension

NHS pension

If you are eligible and wish to maintain access to the NHS Pension Scheme, you must complete form SS10 and SD65 within three months of your start date.

Mental Health Concern colleagues

If you have worked as an NHS nurse and paid into an NHS pension for the past 12 months, we can apply for continued access to the NHS Pension.

Insight IAPT colleagues

We can apply for continued access to your NHS pension if you have TUPE'd over.

[Full details are available at the NHS Pensions Agency website.](#)



Life Assurance

Our Life Assurance offer

Our colleagues are covered by our Life Assurance Policy.

This means that, if you pass away whilst you are employed by us, we will pay your beneficiaries three times your annual salary.



Rewards and events

Wellbeing

- Lunchtime mindfulness sessions hosted on Teams by our colleagues.
- Funded flu vaccines.
- Funded eye tests and glasses. We will contribute up to £20 towards an eye test and £40 towards glasses if you use display screen equipment for a lot of your working day.
- Discounted gym memberships with Gym Flex.
- We have a Colleague Forum and colleague networks, including our neurodiversity working group; LGBTQ+ colleague network; and Black, Asian and Minority Ethnic colleague network.

Rewards and events

Rewards

- We recognise the hard work of our colleagues in our Values Awards. Our winners receive gift vouchers and have a tree planted in their honour.
- Funded Christmas events.

Recommend a Friend scheme

£250 - £500 bonus for colleagues who let a friend, family member, or former colleague know about our job opportunities.