



## REACH Essex Ltd.

### **Benefits of Working for REACH Essex Ltd.**

REACH Essex offers employees competitive terms, conditions and benefits including development opportunities, a pension, health and wellbeing support and a good work-life balance. We are continuing to develop the benefits we are able to offer our employees and as we grow as a business, we anticipate that our employee benefits will grow too!

#### ***Birthday Leave Policy***

In addition to your paid annual leave entitlement and to the public holidays, you can also take either your birthday or the day after your birthday as paid leave. If your birthday falls at the weekend or on a public holiday, you can take the next working day off. Details of this policy are in the Employee Handbook.

#### ***Employee Assistance Programme (EAP)***

REACH Essex recognises that unexpected problems can arise that threaten to disrupt work-life balance. At these times, immediate confidential access to sources of information and support can help employees to deal with problems before they get out of hand. The Employee Assistance Programme (EAP) is available to give practical advice, and where appropriate, emotional support to help employees manage problems effectively. The service is accessed through a free and confidential telephone helpline. Staff and their immediate families can call the helpline 24 hours a day. Examples of issues that staff may wish to seek help with are family-care, domestic, legal (excluding employment issues), financial, emotional or relationship problems. More details can be found in the Employee Handbook.

#### ***Company Equipment***

In order to assist you with your job role at REACH Essex, you may be provided with a Company Laptop, iPad, Tablet and or phone.

#### ***Training and Development***

All of our staff are contractually offered regular in-house training and support as well as CPD training targeted at each individuals' specialism, ensuring we are providing the most effective and up to date training for our staff.

#### ***Pension***

We operate a pension scheme into which you will be automatically enrolled after successfully completing your probation period (subject to the conditions of the scheme). The scheme enables you to save for your retirement using your own money, together with tax relief and contributions from the Company. The Company's rules relating to pension entitlements are set out in the Employee Handbook.

#### ***Other Paid Leave***

You may be eligible to take the following periods of paid leave, subject to any eligibility and notice requirements:

- statutory maternity leave
- statutory paternity leave
- statutory adoption leave
- shared parental leave
- parental bereavement leave

The Company's rules relating to paid leave and pay whilst on such leave are set out in the Employee Handbook.