



 **Autism  
Together**

**Staff Benefits**

# Staff appreciation

## Employee of month

Vouchers given to staff each month who have 'gone the extra mile'.

## Free meals for care staff while working with people we support

Staff who are actively supporting an autistic person can access a free meal, while in work.

## Staff suggestion scheme

If you have an idea that could be implemented at Autism Together, there is an opportunity to get up to £100 in vouchers.

## Yearly staff awards ceremony

Celebrating all the achievements and hard work of our staff throughout the year.




## **Staff wellbeing fund**

Autism Together understands that, from time-to-time, personal issues can arise which leave people in unexpected financial difficulty.

We are keen to encourage an open and honest culture where colleagues feel that they can discuss any problems they are facing with their manager, so that they can advise and support in the most appropriate manner. However, we know that in some circumstances more practical support is required.

## **Employee assistance programme (EAP)**

Autism Together offers the Employee Assistance Programme (EAP), which provides a wide range of services to employees to support them with access to short term counselling, therapy services, finance support, life coaching and many other services that will support our employees. This is delivered through a provider called Health Assured.



## **Services offered through our EAP:**

- More than six professional counselling sessions.
- Unlimited access to 24/7 confidential helpline.
- Medical information line supporting staff with health conditions.
- One 'Life and Leadership' coaching session.
- Access to 1,000 perks, discounts, and wellbeing webinars.
- Four weeks planning on lifestyle changes.
- Family advice line on childcare or eldercare.
- In-house debt (financial/legal) information.

## **Occupational health**

ABEL is an occupational health service, which has many highly-skilled specialists to support our staff with long-term health needs.

## **NEST pension scheme**

Autism Together makes a contribution to the pension accounts of all Contracted Staff equivalent to 3% of their total monthly earnings where criteria are met.

# Celebrating milestones



## Long service awards

We value the loyalty and commitment shown by our staff, and are pleased to reward people each time they reach long-service milestones in their careers.

Years of service	Award
1	£25 voucher & certificate
5	£50 voucher & certificate
10	£50 voucher & certificate
15	£50 voucher & certificate
20	£50 voucher & certificate
25	£50 voucher & certificate
30	£50 voucher & certificate
35	£50 voucher & certificate
40	£50 voucher & certificate

# You are entitled to...

## **Recommend a friend**

Recommend a friend to a direct support-related role and, if your recommended person is successful at interview and they accept the post, you will receive £325 payable into your salary after their third month.

## **Medicash**

Various plans are available to our employees, starting at just £7.20 a month. This covers optical, dental, hospital treatments/stays and much more.

- Options for dual membership available.
- Price is deducted from your monthly salary.

## **Cake & Coffee Morning - catching up with our new starters**

The People Services team will arrange a meet up over a cuppa and cake, to see how you're feeling about your new role, and ask if you have any questions. The team can provide any assistance and signposting you need.

## Salary Sacrifice

- Depending on your contract, you can buy back between 1 day (a fifth of your weekly hours) and 1 weeks' annual leave.
- The total amount of annual leave you wish to buy, will be deducted over a 12-month period from your salary.
- The scheme is available to join between March 1st and 31st, each year.

You will also be able to opt into the annual leave buy back scheme. This is an optional staff benefit, whereby you will be able to buy back up to one weeks' hours. i.e. you would be able to buy back up to 42 hours annual leave.

This is subject to the deduction not taking your pay below the national minimum wage limit. Should you commence in the post after the 1st April 2024, then you will be able to join the scheme in the annual leave year 2025/2026 if you so wished.

# What we offer to our staff

- **All our staff are paid at least the Real Living Wage**
- **Mid-month overtime payments of salary**
- **Enhanced sick pay**
- **Free DBS check**
- **Fully-paid induction training**
- **Hybrid working**
- **Flexible working / compressed working**
- **Equality and diversity group**
- **Gender pay equality**

We were ranked 3rd best in the country for gender pay equality in the residential care sector.



## The autism spectrum and spiky profile

Social  
communication and  
interaction

Certainty, routine and  
familiarity

Sensory processing  
differences



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## Apprenticeships and ongoing professional development

In addition to our in-house training programme, we work with external training companies to offer the chance to complete various qualifications depending on your work role (after completing your probation).

## **Apprenticeships**

- Level 2 Adult Care Worker  
*(previously Health & Social Care)*
- Level 3 Lead Adult Care Worker  
*(must be in a supervisory role)*
- Level 4 Lead Practitioner in Adult Care

## **Management**

- Aspire to Lead - Team Leading/Management with a Care Pathway (Level 3)
- Practitioner in Adult Care Pathway (Level 4)
- Operational Management (Level 5)
- Leader in Care (Level 5)
- Bespoke programmes are available for professional roles

## **Bespoke training options**

- Menopause training
- Supported internships
- Leadership programme
- Mental health training

Autism Together offers designated time as part of apprenticeship programmes to support development.

# Family friendly

## **Autism Together supports a family friendly approach to employees when they become parents or take on parental responsibility for a child.**

Our organisation has looked at what it can offer to employees planning on becoming new parents, and is pleased to offer:

- Baby baskets for all new mums.
- Enhanced maternity/adoption pay.
- Parental leave for partners.
- Extend leave for parents and partners who have a premature baby before 37 weeks of gestation.
- Time off for IVF treatment.
- Antenatal appointment support.
- Support for breastfeeding mums.
- Keeping in touch days.
- Paternity leave for partners.



## Wirral Credit Union

As a recognised credit union employer, we work with Wirral Credit Union to give employees the option to create a savings account and pay into it via a payroll deduction from your monthly salary.

Credit Unions are non-profit financial co-operatives that exist to help members manage their finances better by providing savings facilities and access to low-cost loans.

Their aim is to promote financial inclusion and enable members to build financial resilience.

- Offers regular savings, Christmas savings, holiday savings, affordable loans.
- When you have saved a set amount consistently for three months, you will be able to request a loan for three-times the amount you have saved.
- By saving just £50 a month over 12 months you will have £600 in your savings account.



## **Death in service**

**Autism Together is committed to supporting its dedicated staff, so it is vital we take steps to ensure the wellbeing of our employees, even in the worst of circumstances.**

We now offer a Death in Service payment following the death of one of our current staff members. This will provide a lump sum payment that can cover immediate expenses or future financial security for families, in the unfortunate event of one of our employees dying.

A payment of up to 1-year's salary will be made payable to the beneficiaries of staff who meet the eligibility criteria.

Whilst we never wish to encounter these circumstances with our staff, this non-contractual benefit will provide assurance that Autism Together will continue to support a staff member's loved ones, should they sadly passed away while in employment with us.

# Benefits at a glance

Please contact the People Services team for the details of eligibility for any staff benefits.

- Employee of the month
- Free meals for care staff supporting PWS
- Yearly staff awards ceremony
- Staff wellbeing designated fund
- Employee assistance programme
- Long service awards
- Recommend a friend
- Medicash
- Annual leave buy back
- Cake & Coffee Morning for new starters
- All staff paid at least Real Living Wage
- Mid-month overtime payments of salary
- Enhanced sick pay
- Free DBS check
- Fully-paid induction training
- Hybrid working
- Flexible working / compressed working
- Working Together Group
- Enhanced payments for festive working



- ABEL
- NEST pension scheme
- Wirral Credit Union
- Apprenticeships and ongoing professional development
- Baby baskets for all new mums
- Enhanced maternity/ adoption pay
- Extended leave for parents and partners who have a premature baby
- Time off for IVF treatment
- Antenatal appointment support
- Support for breast feeding mums
- Keeping in touch days
- Paternity leave for partners
- Shared parental leave



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