

# Employee Benefits

## Your Health & Wellbeing

- **Simply Health Cash Plan:** Employees can claim reimbursement on routine healthcare expenses (optical, dental etc.)
- **Simply Health Employee Assistance Programme:** A 24- hour confidential helpline for health, wellbeing and legal advice, telephone counselling and up to six face-to-face counselling sessions
- **Wellbeing Support:** 3 wellbeing days are provided each year as part of your annual leave allowance (you can take these days at short notice)
- **Wellbeing Peer Support Network:** We have several employees who can provide peer to peer, confidential emotional support
- **Staff Forum & Social Committee Networks**
- **Free Subscriptions:** Headspace (your personal guide to mindfulness, sleep, focus, movement, and more) & Perkbox (Employee Benefits Platform)

## Your Workplace

- **Flexible Working based on trust:** We offer a flexible and hybrid working approach, with most of our roles being linked to one of our offices. We are passionate about flexible working, talk to us about your preferences.
- **Formalised Flexible Working**
- **Inclusive Policies and ways of working:** We create a workplace where people are supported to be themselves at work and contribute fully to Samaritans.

## Your Life

- **Family:** Enhanced Family Leave (maternity, adoption, parental and dependents leave): Enhanced and inclusive family leave for all after qualifying service
- **Time Off:** A Generous Annual Leave  
Entitlement: 28 days per annum inclusive of 3 wellbeing days, with the option to swap religious public holidays for days off of your choice

## Your Career & Development

- **Regular 1:1s with your line manager:** Regular discussion, feedback and support.
- **Projects, Secondments & Learning Opportunities:** We offer a variety of ways to broaden your skills and experience on a permanent and project basis across the organisation, as well as unique volunteering opportunities to get involved in some great charitable initiatives unique to Samaritans
- **Access to a range of e-learning,** workshop and other professional development resources
- **Apprenticeship Qualification:** Opportunity to study towards a professional qualification under the government funded Apprenticeship Scheme
- **Sharing our internal vacancies with you:** Helping you to grow, develop and progress your career

## Your Finances

- **Interest-free Travel Loans**
- **Fair and Competitive Pay**
- **Annual Pay Review:** salaries are reviewed each April (non-contractual)
- **Matched Pension Contribution:** up to 5% of salary