

Staff Benefits



Firm foundations

Fair and competitive pay : We aim to ensure that we create a fair and transparent pay strategy.

Performance-related pay: A pay and performance framework that includes a performance-related pay element.

Matched pension contribution up to 5% of salary with The People's Pension

A generous annual leave entitlement: 28 days inclusive of 3 wellbeing days.

Death in service benefit: two times your salary if you die whilst employed at Samaritans

Inclusive policies and ways of working We aim to create a workplace where people are recognised for who they are and for their unique contribution to Samaritans.



Flexibility

Flexible working based on trust: You can work when you want, where you want, provided you can achieve your work outcomes and fulfil your contractual hours.

Formalised flexible working: We will consider your request for flexible working from day 1 with Samaritans, though you have a formal right to request flexible working after 26 weeks of employment.

Enhanced family leave (maternity, paternity, adoption, parental and dependents leave): Enhanced and inclusive family leave for all.

Interest-free travel loans: Available to support you to travel to your place of work.



Health & Wellbeing

Simply Health cash plan to support you to claim healthcare, optical, physiotherapy and dental costs.

Simply Health Employee Assistance Programme: with a 24-hour confidential helpline for health, wellbeing and legal advice, telephone counselling and up to six face-to-face counselling sessions

Wellbeing support: three wellbeing days are provided each year as part of your leave allowance. You can take these days at short notice. We also offer peer to peer Mental Health First Aid, a supportive Staff Forum and there is an active Social Committee.



Growth & Development

Regular 1:1s with your line manager: Regular discussion, feedback and support from your line manager.

Projects, secondments & coaching opportunities: We seek to provide a work environment where you can develop your skills and experience

Workshops, bitesize sessions and **online learning** resources available plus **external courses**

Professional development support and loans are available to support development related to your area of expertise

Sharing our internal vacancies with you first - Helping you to grow, develop and progress your career with Samaritans.

The Upper Mill, Kingston Road, Ewell, Surrey KT17 2AF

Patron: HRH The Prince of Wales. Founded in 1953 by the late Prebendary Dr Chad Varah CH CBE. Samaritans is a charity registered in England & Wales (219432) and in Scotland (SC040604) and a company limited by guarantee registered in England & Wales (757372). Samaritans registered office is located at The Upper Mill, Kingston Road, Ewell, Surrey KT17 2AF.



020 8394 8300 (UK)



admin@samaritans.org



samaritans.org