

Employee Benefits & Wellbeing Offer

The wellbeing of our workforce is extremely important to us. We recognise and place significant emphasis on keeping staff healthy and safe in the workplace. New Directions offers the following employee benefits and wellbeing package.

EMPLOYEE BENEFITS

- **Generous relocation package**
- **High quality training & induction programme**
- **Training and development opportunities:** Access to fully funded apprenticeship programmes designed to develop skills in adult care and leadership and management.
- **Active Workforce:** Offers employees a range of classes and activities, events, weight management courses, lifestyle referrals, online health seminars, and discounted gym memberships.
- **Pension with company contribution**
- **Annual leave: up to 28 days per year (after qualifying period) plus bank holidays**
- **Free DBS check**
- **Ongoing support from a dedication manager**
- **Blue Light Discount:** New Directions pay for a Blue Light Card for employees. A Blue Light Card provides discounts across a range of suppliers and outlets and can help greatly during these times with rising household bills.
- **Up to 12 months occupational sick pay (after qualifying period)**
- **Refer a friend scheme**
- **Medicash:** We work with Medicash to offer all staff the opportunity of joining an exclusive corporate-rated healthcare cash plan scheme.
- **Eye tests & Glasses Compensation:** Employees who regularly use visual display equipment for work receive up to £87 to cover the costs of both eye tests and glasses.

WELLBEING OFFER:

- **Occupational Health:** Access to pre-employment health assessments, physiotherapy, counselling, Cognitive Behavioural Therapy (CBT), and general fitness for work advice, including reasonable adjustments and phased returns.
- **Employee Assistance Programme (EAP):** The EAP is a confidential employee benefits service designed to help with personal and professional problems. Offers expert advice and compassionate guidance 24 hours a day, 7 days a week.
- **My Healthy Advantage- Health Assured's comprehensive health and wellbeing app:** Access to a range of features aimed at improving health and well-being. These include live chat and support, personalised news feed, weekly mood tracker, and four-week plans. Health Assured also offers support for employees and their immediate family members, 24 hours a day, 7 days a week.
- **Health and Wellbeing Menu:** The health and wellbeing resources available include support for:
 - Physical Wellbeing
 - Emotional/ Mental Wellbeing
 - Financial Wellbeing & Support
 - Social Wellbeing
 - Spiritual Wellbeing
- **Our Place (Staff Intranet):** New Directions new intranet page 'Our Place' provides a wealth of information and resources to encourage staff to look after their health and wellbeing. Our wellbeing zone provides information and tips relating to emotional, physical, financial, and cultural support.
- **Marketplace (Via Staff Intranet):** New Directions have introduced a Marketplace for staff to sell, exchange and list free items. Employees can also access, and share money saving offers and tips via the marketplace.

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