SAMARITANS

Employee Benefits

Your Health & Wellbeing

- **Health Cash Plan**: You can claim reimbursement on routine healthcare expenses (optical, dental etc.)
- **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
- **Death-in-Service Scheme:** You are entitled to a payment equivalent to 2x your annual salary if you pass away while employed by Samaritans. This payment can be directed to your chosen beneficiaries through an expression of wish
- **Mental Health First Aid (MHFA):** We have several employees who are trained as Mental Health First Aiders (MHFAs), 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)
- **Employee Benefits Platform:** Discounts and offers from UK and Ireland retailers

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:** We will consider your request for flexible working from day 1
- **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 from day 1.
- **Maternity Pay:** Available after 26 weeks of continuous employment
- **Time Off:** A Generous Annual Leave Entitlement: 28 days per annum (increasing with length of service), 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 provide a work environment where people are supported to be themselves at work and contribute fully to Samaritans
- **Access to a range of e-learning**, workshops 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 Perks

- **Interest-free Travel Loans**
- **Fair and Competitive Pay**: We ensure a fair and transparent pay strategy
- **Annual Pay Review:** salaries will be reviewed in line with cost of living (non-contractual)
- **Matched Pension Contribution:** up to 5% of salary with The People's Pension