

**BENEFITS, REWARDS & RECOGNITION**

Here is a summary of the benefits, rewards and recognition that we currently offer to our staff:

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| **Benefit** | **Description** | **More information** |
| Counselling service | Confidential service provided by Compass Counselling. | Phone number available from Central Office HR Department.  Leaflets/posters also distributed. |
| Pension scheme | Our pension provider is Aviva. Staff pay a percentage of their salary monthly into their pension fund. Nugent also pays a contribution to the individual’s pension fund. | Under Government rules all staff who are eligible for pension scheme membership are automatically enrolled into the Aviva scheme. You can opt out of the scheme if you wish. Employee and employer contributions increase over time in line with auto-enrolment regulations. |
| Credit Union membership | Operated by Partners Credit Union. Staff can open a savings account, saving as little as £1 per month, and borrow money at reasonable rates. | Deductions can be made direct from salaries, by notifying Finance. |
| Healthcare Cash Plan | Provided by Medicash. Staff can opt to join at a variety of benefit levels, which will pay towards health care costs | Membership/joining information is available from the Central Office HR Department. |
| Life Assurance scheme | Provided by Howden  Employee Benefits. Pays one year’s salary to a nominated individual in the event of the employee’s death in service. | All staff are eligible to receive this benefit free of charge when they start with Nugent. |
| Employee annual awards | Our iACCORD Awards are based on each of the 7 values. Separate awards are given for managers and non-management staff. | Awarded on the basis of staff nominations, judged by Trustees. Presentations made at the annual  Leadership Summit and  Start the Year Conference. |
| Occupational Health services | Provided by Everwell  Occupational Health | Management referrals to clinics in various locations. Telephone consultations also available. |
| Employee longservice awards | Currently awarded after 10 and 20 years’ service with Nugent | Certificate and vouchers presented at the Start the  Year Conference |
| Subsidised  Physiotherapy | Where a member of staff has been injured by a service user, 50% of the cost of private physiotherapy undertaken will be reimbursed, up to £150. | Individuals should inform their manager of their intention to seek private treatment and claim reimbursement. |
| Free eye tests | If your role involves working at a computer for most of the day, you can request a voucher to cover the cost of an eye test at an Optician. | Ask your manager to request a voucher from the Administration Department at Central Office |
| Free DBS check for everyone | All staff are required to join the DBS Update service, which provides them with their own online DBS account. Nugent pays the cost of this. | Staff should pay attention to any notifications sent to them by DBS, contacting their manager or HR for advice if necessary. |
| Professional development | The Supervision and Appraisal process provides all staff with the opportunity to develop their skills and knowledge for  their current role and their next one. | Supervision meetings with your manager should take place regularly, and an annual Appraisal meeting  will result in a development plan for you to follow. |
| Free car parking | Most of Nugent’s premises have car parking facilities for which there is no parking charge. | However, some of Nugent premises do not have car parking space. |