

**catch  
22**

**WHY WORK FOR  
US?**

**BENEFITS OF  
WORKING FOR  
CATCH22**



# INTRODUCTION

As we design and deliver public services that build resilience and aspiration in people and communities. We believe people can thrive when they have a good place to live, good people around them, and a fulfilling purpose. We call these our '3Ps'. These are also key for our staff and everyone needs the '3Ps' – good People around them, a strong Purpose, and a great Place to truly thrive within work.

As a large charitable organisation that truly values its employees, we offer an excellent package of benefits. These range from generous leave entitlements to a pension scheme. We want to support people inside and outside of work and to enable this we also offer an internal mental health first aider network, an Employee Assistance Programme, which includes access to face to face counselling and access to a GP helpline service. We provide opportunities for everyone to contribute to our thriving diverse and inclusive community through different organisational networks.

We also recognise that a diversified reward package, which is more than just about money, we seek to provide our people with holistic tools that recognise our people for the work they do and are efficient to support their day-to-day needs. We offer a range of benefits, personal development and work-life balance opportunities that give you the flexibility to choose what's right for you, in an environment where you feel valued.

## CATCH22 VALUES



### **WE'RE COMPASSIONATE:**

We care about people – supporting them to move forward.



### **WE'RE COLLABORATIVE:**

We do things with people, not to them.



### **WE EMPOWER OTHERS:**

We give people the knowledge, skills and opportunities to thrive.



### **WE'RE CURIOUS:**

We explore, innovate and challenge to improve what we do.

# CATCH22 COMMITMENT TO PAY & REWARD



## Catch22's Pay and Reward offer delivers:-

- **Fair Pay** - a fair monetary reward (a fair day's pay for a fair day's work)
- **Good Benefits** - an environment where work/ life balance can thrive
- **Excellent Development** – an environment where developing staff skills is good for staff, good for our Catch22 community & good for society as a whole



# FINANCIAL BENEFITS

## SALARY

We are committed to ensuring our people receive fair pay. We will benchmark salaries at regular intervals and provide opportunities for progression through our performance related pay framework. Managers will have the opportunity to progress people on the grading structure if they demonstrate the right skills and behaviours to thrive in their roles.

## HOLIDAY ENTITLEMENT

The starting allowance is 28 days leave per year (pro rata for part timers). After five years this increases to 33 days. In addition, there are 8 public holidays.

## PENSION

We provide all our staff with an approved workplace pension scheme with a matching employer contribution of 4%. To help you fund your pension, we can offer you salary sacrifice. Salary sacrifice is a way to provide tax-exempt benefits to employees. You give up some of your salary in exchange for a non-cash benefit and you save the tax and NI on the salary given up.

## REWARDS HUB

Our Rewards Hub offers staff discounted shopping opportunities, with over 1,400 retailers including big names such as Argos, John Lewis, Sainsbury's, Marks & Spencer, Currys, IKEA, Thomas Cook Holidays, lastminute.com and Sky. Discounts are available in store, online and by phone. They also offer discounts on gym memberships at the following big names Virgin Active, Pure Gym, Gym Box, Bannatyne. You can access discounts on trainers or activewear through retailers like lululemon, Foot Locker, Nike or Adidas to name a few.

## LIFE INSURANCE

All Catch22 employees who meet the scheme rules will have access to 3 times salary life insurance from 1 September 2021.

# LIFE CHANGE BENEFITS



## MATERNITY/ADOPTION ARRANGEMENTS

After working for Catch22 for six months, full and part-time employees are entitled to enhanced 39 weeks maternity and adoption pay. All employees, regardless of the length of their employment, are entitled to 52 weeks statutory maternity leave.

## PATERNITY ARRANGEMENTS

After working for Catch22 for six months, full and part time employees are entitled to 2 weeks full paternity pay.

## HOURS OF WORK AND FLEXIBLE WORKING

The standard working week at Catch22 is 37 hours. Staff in Justice roles work a 38-hour week, in line with sector norms. We are committed to empowering people to work flexibly where this is possible, helping people to structure their work around their personal commitments and based around business needs. We will consider all flexible working requests positively. Several of our posts are offered on a part-time basis, working from home, compressed hours or job sharing, which can help our people achieve a better work life balance.

## SPECIAL LEAVE

Up to 10 days per rolling year are permitted (pro rata for part time employees), without loss of earnings or annual leave, when an urgent and exceptional domestic situation or personal crisis arises.

# LEARNING AND DEVELOPMENT BENEFITS



## LEARNING AND DEVELOPMENT

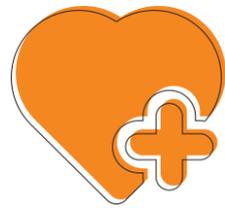
Catch22 is committed to developing and enhancing people across the organisation. We offer several training routes and ways of accessing these opportunities. Some of these courses are accredited or contribute towards a specific accreditation. Financial support and/or study leave may be offered to individuals who are studying for professional qualifications.

We offer a number of inhouse training packages to meet the needs of our organisation at both front-line worker and manager level.

## APPRENTICESHIP OPPORTUNITIES

Apprenticeships are structured development programmes which help all individuals over the age of 16 grow, develop, and enhance their existing skills. Catch22 are an Apprenticeship Levy payer, and we also deliver apprenticeships. We use these funds and our expertise in apprenticeships to support the development of our staff using apprenticeship programmes. Apprenticeships are available in a range of subjects either through our Catch22 apprenticeship trainers or its partners and enable our people to gain recognised qualifications.

# HEALTH AND WELLBEING BENEFITS



## EMPLOYEE ASSISTANCE PROGRAMME (EAP)

The EAP is a free, confidential service that offers expert advice, information and counselling for all our people and their dependents on a wide range of issues such as buying a new home, illness in the family, having children, managing money and much more. The service is available 24 hours a day, 7 days a week, 365 days a year both over the telephone, app and online. The service offers both CBT and face to face counselling support.

## GP HELPLINE

Our GP consultation service gives employees and their families access to a 24/7 GP helpline, online video consultations with a doctor, and an electronic private prescription service. To make sure our people. staff are healthy and can access advice when needed.

## MENTAL HEALTH FIRST AIDERS

We have a network of trained Mental Health First Aiders across Catch22. We recognise that the sometimes-challenging nature of the work that our colleagues undertake can impact on emotional wellbeing. Together, we strive to achieve our vision of improving the mental health of the nation and create a society where everyone's mental health matters.

## EYE TESTS

Staff that use a VDU are entitled to an annual sight test and can claim the cost of a sight test back from Catch22. If the optician recommends glasses for using a VDU or a revised prescription, then Catch22 will reimburse the cost up to a maximum value of £50.

## CYCLE TO WORK SCHEME

This scheme provides a tax efficient way to obtain a bicycle and accessories up to the value of £1,000. Repayments are made over 12 months via a salary sacrifice in order to obtain full relief from both tax and NI.

# CATCH22 COMMUNITY BENEFITS



Catch22 is wholeheartedly committed to the principle of equality and opportunity, both as an employer and as a provider of services to others. We provide an array of opportunities for you to develop your skills and make an impact through our building one Catch22 employee forums.

## **EQUALITY, DIVERSITY AND INCLUSION GROUP**

This community group works collaboratively to share any knowledge, news, thoughts, feelings, and discussions around what Equality, Diversity and Inclusion means to you and how as an organisation we can grow together to empower and equip our colleagues and services users.

## **LINK UP GROUP**

You will have the opportunity to influence organisational decisions that affect people and represent the views of your colleagues in this process. You will also support others from across the organisation when a formal people process happens.

## **LGBT+ GROUP**

You will help your team and the wider organisation on working with LGBT+ service users, support and advise your colleagues with any issues they may experience and make sure the LGBT+ voice is considered in all decisions

## **FRONTLINE VOICE**

This group helps shape and drive policy changes at a local and national level by using people's front-line experiences and also help its members become media spokespeople

# CATCH22 COMMUNITY BENEFITS (CONTINUED)

## STAFF AWARDS

We're passionate about doing the right thing and making a positive impact on our service users and colleagues and the communities we serve. Through the awards we recognise individuals and teams who have shown this passion, made a positive impact and made us better at what we do.

## LONG SERVICE AWARDS

It is planned to offer this from October 2021. More details to follow.

