



Employee Wellbeing Offer

PAC provides specialist support to some of the most vulnerable groups within our local community. In order to deliver responsive and effective services the wellbeing of our staff is paramount. As such we offer the following wellbeing packages;

Our commitment includes;

- Supervision (*planned and unplanned*)
- Case management support (*planned and unplanned*)
- Access to external supervision
- Self-Care culture (honest relationships with staff, to recognise personal strengths, develop resilience and understand limitations of role)
- Team de-briefs
- Team away days
- Team meetings
- Annual performance appraisals
- Company annual leave allowance, with long service reward
- Flexible working systems
- Telephone counselling via insurance provider
- Access to additional leave;
 - *Ante-natal Leave*
 - *Maternity Leave*
 - *Paternity Leave*
 - *Adoption Leave*
 - *Parental Leave*
 - *Sick Leave*
 - *Compassionate Leave*
 - *Bereavement Leave*

Employee policies and procedures are in place specific to wellbeing, including but not limited to; Domestic Abuse, family emergencies, stress and absence policies.

Our commitment for 2019/2020 is to;

- Implement a 4% pay increase from 1st April 2019
- Review annual appraisal and performance processes
- Develop an annual training calendar

Additional benefits currently being considered;

- Provide access to a childcare voucher scheme
- Provide access to eye care vouchers + £50 towards glasses
- A holiday exchange scheme; an opportunity to buy an additional 1 weeks holiday that can be paid back over 12 months

Claire, Ben, Jen & Courtney

PAC's Senior Leadership Team

