



Middlesbrough and Stockton Mind offer many benefits for its employees whilst working for the organisation. These are listed below.

#### Financial Benefits

- Competitive salary
- Company sick pay scheme\*
- Up to 6 hours paid time off for medical/dental appointments\*
- Enhanced defined contribution pension scheme\*
- Access to financial rewards and discounts for high street shops, restaurants, holidays, supermarkets and much more.
- Free car parking at Lothian Road and Marlborough House
- Travel expenses

#### People Development

- Induction programme
- Staff and Volunteers Development Day
- Regular supervision with your line manager
- Appraisals
- Funded support for approved learning and development on a case by case basis

#### Family Friendly

- Flexible working
- Special leave (paid and unpaid for different circumstances)

#### Work-Life balance

- Generous holidays\* (26 days on appointment rising to 32 days after 5 years continuous service plus Bank Holidays)
- Flexible working
- Home working
- Career breaks

#### Well-Being

- Staff kitchen
- Staff surveys
- Staff newsletters
- Employee assistance service providing 24/7 access to information and advice including counselling and legal and financial.
- Opportunity to join in well-being initiatives including health checks, fitness sessions, healthy eating campaigns and much more
- Disability Confident employer

\*All benefits are pro rata according to hours worked