

## Employee Rewards and Benefits



We firmly believe that our employees are our most important asset, and we work hard to ensure that our teams are well-supported and happy employees.

### Pay

Our salaries are competitive and reviewed every year. All our employees are paid at the Real Living Wage or higher, which is a voluntary initiative meaning that Optalis commits to paying people what they need to live.

### Getting you started

We provide you with everything you need to join our teams, from paid training, a free uniform, phone and we even pay for your DBS check.

### Pensions

We offer a pension scheme through Scottish Widows. Optalis will make a defined contribution on your behalf, alongside your own contribution.

### Health and Wellbeing

We offer several initiatives to support our employees mental, physical and financial wellbeing. These include access to an Employee Assistance Programme which gives free confidential legal and financial advice as well as free counselling services. We're a Mindful Employer and a Disability Confident Employer which means we are serious about looking after our team members mental health in the workplace and providing support to ensure that people with disabilities and long term health conditions feel supported, engaged and able to fulfil their potential in the workplace.

### More great reasons to join our team:

- We offer a fantastic rewards package through Perkbox that offers all kinds of shopping, health, travel and insurance discounts.
- Our team members get an extra day off on their birthday and five extra days leave for five years in service
- Quarterly staff forums are an opportunity to voice opinions and make suggestions
- Staff can feedback through a yearly satisfaction survey and staff forum
- A Team Manager Recognition Scheme, which recognises staff who have gone the extra mile in their teams, throughout the year.

To find out more about working for Optalis and to view our vacancies visit [www.optalis.org/jobs](http://www.optalis.org/jobs)



@Optalis



@OptalisJobs

