

As well as working in a rewarding role supporting people with learning disabilities to lead a great life, there are many benefits to being part of Thera:

## Blue Light Card

All Thera staff can apply for a **Blue Light Card** which gives you access to a range of discounts. The card costs £4.99 for two years which can be reclaimed through expenses.

## You At Work

Our employee benefits portal, **You At Work**, gives you access to online discounts and benefits such as cashback, Cycle to Work scheme, health cashplan and retail discounts.

## Pensions

Staff are eligible to join the organisation's workplace pension scheme, with contributions made by both the employee and Thera. The scheme provides a valuable opportunity to build retirement savings in a tax-efficient way, helping employees secure greater financial confidence for the future.

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## Annualised Hours

Some of our roles are eligible for annualised hours, which provide flexibility and a stable income regardless of your work pattern.

## Able Futures

**Able Futures** is a mental health support service providing confidential, no-cost guidance to help people manage mental health challenges at work.

## Employee Assistance Programme (EAP)

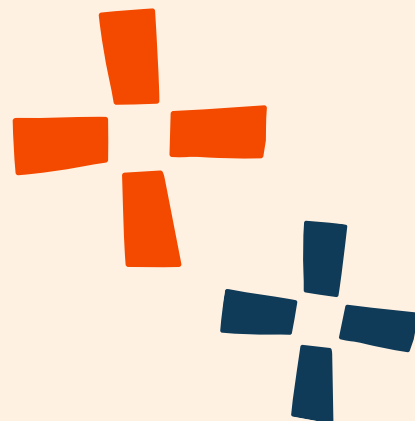
Our **Employee Assistance Programme (EAP)** offers confidential emotional support, counselling, and practical advice for Thera Employee's, available 24/7. You can speak to a trained professional at any time if you feel you would benefit from support.

## Sick and Parental Leave Pay

Thera provides Statutory Sick Pay (SSP) from the first day of absence, alongside a Company sick pay scheme. Colleagues may also be entitled to enhanced payments above the statutory minimum during maternity, adoption and shared parental leave.

## Learning and Development

We like to invest in the people who work for Thera and help them get the training they need to excel in their role. Therefore, we provide opportunities for staff to acquire professional qualifications, with full support to achieve at least a Level 2 Qualification in a subject relevant to your role.



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# Paywise

**Access Paywise** is an app available to colleagues after their first two months of employment. The Payroll Team will provide you with information on how to access the app, which offers a range of tools and resources to help you manage your finances.

The app can provide flexibility by allowing colleagues to access a portion of their earned wages before payday.

It includes features designed to support longer-term financial wellbeing, such as:

- a savings pot
- budgeting tools
- salary calculator
- a range of articles and guidance covering topics such as saving, budgeting and accessing financial support

## Refer a Friend

Did you know Thera offers a Refer a Friend scheme? Through this scheme, you could receive **£300** for referring a friend to work for Thera. If you successfully refer someone, you will receive **£150** when they start and a further **£150** when they pass their 6 month probationary period.

**Remember: the person you refer must include your name on their application form.**

**If you have any questions about the benefits we offer, please contact [benefits@thera.co.uk](mailto:benefits@thera.co.uk)**

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