

The experience of working for Rosebery

Health and well-being benefits

- '**STAR**' Staff Award Scheme - recognises staff members who go the extra mile to deliver a fantastic service to their customers and take a real pride in their work
- Recruitment - **finder's fee**
- **Season ticket loans**
- Defined Contribution **Pension Scheme**
 - Rosebery contributes 1.5 times employee contribution
 - Pension membership includes life assurance - 3x salary
- Professional **subscriptions** paid (CIH, ACCA, etc.)
- All staff eligible for the **Cashplan policy** with SimplyHealth
- Executive and Heads of Service have **private medical** insurance
- 22 days **annual leave** (full-time) + 8 public holidays + 3 days between Christmas and New Year
- **Life Assurance**
 - Canada Life Policy - 1x salary for beneficiaries
 - (plus The Pension Trust – SHPS - 3x salary for beneficiaries)
- **Enhanced maternity pay**
- **Training** – Individual, Team, Corporate
- Regular **meetings** – one-to-one and team
- Free **parking** available on-site or at nearby Hook Road car park
- **Car allowance** for essential users plus 40p per mile (casual car users receive 45p per mile)
- Rosebery contributes up to £20.00 (plus tax) towards **gym membership**
- On-site neck and shoulder **massage** provided by a qualified therapist, available on a regular basis (every three weeks)
- Monthly **fruit basket**
- Flexible working – **work/life balance**
- Annual **Flu Vaccination**
- **Volunteering** opportunities
- **Communications** - channelled via the **Intranet** – provides constant, regular updates on staff, news, activities, corporate matters, ways to comment and get involved
- Helicopter **organisation chart** – shows individuals and their teams
- Employment Law **Handbook** – covers Rosebery's policies
- Health and Safety Employee **Handbook** – covers Rosebery's policies
- Close to **Epsom town centre** and its amenities
- **Working environment** - spacious, light and airy, clutter free open plan office (separate recycling and rubbish bins)
- **Spacious, well organised kitchen** – microwaves, fridges, spacious facility – an informal space to meet and mix with colleagues
- Free **refreshments** - tea, coffee, hot chocolate, milk, squash
- **Christmas** breakfast served by the Executive
- Staff **events** - annual rounders/bbq; Christmas party, bowling, treasure hunts
- Future of Rosebery Group - **F.O.R. Group** – promotes an exchange of views between management and staff on issues of mutual interest; tests new ideas and approaches with staff; provides an opportunity for the views of staff to be taken into account in making decisions which are likely to affect their interests; promotes Rosebery's health and wellbeing and fundraising objectives by organising staff activities and fundraising events