

# Working with Us

## Benefits and Perks

### Employee Wellbeing

- We offer an Employee Assistance Programme which is available via phone, or app 24/7 to assistant employees in any aspect they may need help in such as financial situations and counselling.
- Flu & Covid Immunisations are offered for frontline staff.
- Our Rates of Pay are competitive and are reviewed on an annual basis.
- We offer eye care vouchers, which include a contribution towards corrective appliances if deemed necessary for middle vision.

### Training & Staff Development

- We use Clarity Team Net for our mandatory training
- We work closely with Dudley and Wolverhampton College(s)
- We offer apprenticeships for new and existing personnel.

### Support

- We work together and encourage team working.
- All employees have an annual appraisal and regular 1 to 1's
- Our Management team comprise of clinical and non-clinical personnel who work together compromising of practice, PCN and corporate services.
- We offer a great support network for managers and teams across the business.
- We have robust policies & procedures in place to ensure all staff are treated fairly.
- We run an Employee Engagement Forum, for our staff to discuss their concerns and issues.
- We encourage fund raising activities and support Wear it Pink Day, Christmas Jumper Day and many more.
- We are family friendly.
- We offer flexible working patterns, and a varied mixture of full time and part time
- We offer 5 weeks annual leave (as standard) plus 8 bank holidays (this may differ)
- We have a dedicated and easy system to book annual leave

### Extras

- Our Friends and Family feedback from patients is consistently good, confirming we care about the care we provide.
- We actively work with other practices/PCN's to improve care through collaboration.
- Our Staff Forum meetings are scheduled at quarterly intervals
- We keep our staff well informed and give recognition to employees who have positively contributed.
- Our Newsletter is published at 2-month intervals to promote offers, achievements, new information & initiatives.

**We act with integrity**  
**We work together**  
**We are compassionate & kind**