

Employee Benefits

Team Manager - Middlesbrough

Contract Status	Full Time 37.5hrs – subject to 6 month probationary period, enhanced DBS clearance and satisfactory references
Place of Work	Based at Eggleston Court, 1 Riverside Park Rd, Middlesbrough TS2 1RU <i>We offer hybrid working which includes a blend of home and office working with a requirement to travel to our other Team Fostering offices in the North East, Yorkshire & East Midlands and to attend face to face meetings when necessary.</i> Mileage will be paid at 45 pence per business mileage
Salary	£53,885.62 – £58,048.77per annum depending upon experience. Salary is paid in arrears in 12 equal instalments on 28th of each month Subject to financially viable and sustainable considerations, annual pay awards may include an element of cost of living pay award and an incremental award based on the overall performance of the agency. Please note we do not operate a performance related reward system or automatic incremental payments.
Hours of Work	37.5 hours Time off in lieu (TOIL) leave will be granted for any hours worked in excess of the 37.5 hours per week following prior authorisation We also operate a Flexi Time Scheme to support staff in managing their home and work life balance <i>Team Fostering encourages flexible working arrangements and working patterns can be agreed with your manager to suit both parties as long as operational needs are met</i>
Pension	We have a Contributory Pension Scheme in place for all eligible employees. Our pension policy is an employer's contribution of 3% and employees' contribution of 5% of qualifying earnings between the Automatic Enrolment earnings thresholds You can elect to make your contribution by salary sacrifice if you wish.

	Information will be made available to you to assist with making this decision when you join us. You can of course pay higher than 5% to secure yourself a better pension, but the Company contribution would remain at 3%.
Annual Leave	30 days annual leave entitlement each year plus 8 Bank Holidays (pro rata) The annual leave year runs from 1 January to 31 December
Sick Pay	Up to 6 months service - 2 weeks paid sickness 6-12 months service - 4 weeks paid sickness 12-24 months service - 8 weeks paid sickness 24-36 months service - 12 weeks paid sickness 36 + months service - 16 weeks paid sickness
Life Assurance	Two times basic salary to nominated individuals should an employee die in service
Loyalty Bonus	A payment of £250 is made to every employee on the 5th anniversary of them joining Team Fostering and every five years thereafter
GP Helpline	Staff are able to access a free GP telephone or video consultation GP service from a qualified doctor. This employee benefit has been introduced to help staff when they are struggling to get a GP appointment with their own doctor. It is intended to compliment but not replace their normal GP services and it is available to partners and children living in the same household.
Eye Care	Team Fostering will fund the cost of an eye test for employees who use display screen equipment. This may be claimed every 2 years. If you require glasses in order to use display screen equipment, Team Fostering will provide up to £50 towards the cost of glasses
Employee Assistance Programme	We offer all staff access to a 24 hour support and advice line to qualified and experienced counsellors offering a range of services designed to help manage the increasing demands placed upon us both at home and at work
Employee Benefits Scheme	We offer all staff access to an online employee benefits scheme featuring discounts from over 400 retailers and service providers in the UK, both on line and in store
Cycle to Work Scheme	We offer a cycle to work scheme which allows you to purchase a bike and a range of accessories to support your commute to and from work.
Learning & Development	As an Investor in People employer, we offer a range of learning and development opportunities for all staff to assist in the development of skills,



knowledge and experience to undertake their job role and to prepare for suitable future job opportunities within Team Fostering.