mind in the City, Hackney and Waltham Forest

Mind CHWF Total Reward Package

At Mind CHWF, we recognise that reward is about more than salary alone. In addition to your pay, we offer a comprehensive Total Reward Package designed to support your wellbeing, financial security, professional development, work-life balance and sense of belonging. From flexible working and generous annual leave to pension contributions, wellbeing support, life assurance and opportunities to connect with colleagues, our aim is to help you thrive both at work and beyond.

	What We Offer
Flexible Working	• Hybrid working arrangements where roles allow • Part-time working opportunities where appropriate • Flexible working patterns and adjusted hours where appropriate
Holiday, Leave & Family Support	• Annual leave starts at 36 days (excluding bank holidays) and increases with long service up to 41 days (pro rata for part-time staff) • Enhanced maternity pay • Career breaks • Special leave (paid or unpaid)
Health, Wellbeing & Support	• Enhanced sick pay • Two annual Duvet Days • 24/7 GP Consultation • Second Medical Opinion • Eye care vouchers • Employee Assistance Programme (24/7 confidential support) • Smoking Cessation • Wellness Action Plans (WAPs) • Occupational Health Assessments (OHAs) • Workplace adjustment support • Reflective Practice • Clinical supervision for relevant practitioners • Life Events Counselling

Financial Wellbeing & Protection	• Life Assurance • Independent Mortgage Advice Service • Financial wellbeing support and guidance • Legal Guidance • Probate Helpline
Travel & Sustainable Commuting	• Cycle to Work Scheme through Salary Exchange
Pension & Future Planning	• Competitive pension scheme with a 6% employer contribution when employees contribute 3% • Pension Salary Exchange Scheme to increase pension savings and reduce National Insurance contributions
Learning & Career Development	• Training and development opportunities • Professional and personal development support • Online learning management system
Building Connections, Networks & Culture	• Monthly on-site whole team meetings to connect, share updates and stay informed. • Staff potlucks and social events • Internal Lunch & Learn sessions to share knowledge and good practice • Networking opportunities across the mental health and voluntary sector • Access to National Mind Communities of Practice and professional networks • Working Parents and Carers Network • Black Network • Race Equity Steering Group • Inclusion Focus Group • Trade Union engagement and representation opportunities