















Benefits

Cafcass is proud to offer an excellent benefits package that on top of a competitive salary, ensures our staff are rewarded for their talent and expertise and demonstrates our commitment to supporting their Health and Wellbeing; achieving an effective balance between work and their personal life.

Below is a high-level summary of the various benefits and on the accompanying pages there is more information on some of the elements we think you're likely to want to know more about at this stage,

Cafcass Benefits

<p>Cycle to work scheme Get a bike and £30 of free accessories and save tax, via contributions direct from your monthly pay.</p> 	<p>West Yorkshire Pension fund & Salary sacrifice Cafcass will contribute 19.4% of your actual salary. You will also have access to a Shared Cost Additional Voluntary Contributions scheme.</p> 	<p>Holiday 28 days holiday per annum (in addition to Bank Holidays), of which 3 days are reserved for between Christmas and New Year. Once you have 5 years' continuous service, this increases to 33 days.</p>	<p>Railcards Cafcass will reimburse the cost of an annual railcard. You can use your railcard to save 1/3 off rail fares across Britain, not just for business journeys, but for personal rail journeys too.</p> 
<p>Social Work England membership Cafcass will reimburse the registration costs of any practising social work staff registered by 30th November 2020.</p>	<p>Mobile phone discounts Cafcass employees are eligible for 20% off monthly contract costs with Vodafone.</p> 	<p>BHSF Health Plan Health care membership scheme that provides you with access to a range of complementary and preventative therapies and treatments.</p>	<p>Hotel discounts Access up to 33% off weekend rates at Hilton hotels.</p> 
<p>New home Cafcass will support your mortgage application with confirmation of your total earnings.</p> 	<p>Starting a family Enhanced maternity/paternity pay and time off</p> 	<p>Employee Assistance Programme Free confidential support service staffed by experienced and professional advisors who are there 24 hours a day to answer your call.</p> 	<p>Season ticket loan scheme Request an advance in order to purchase your season ticket for travel purposes.</p> 
<p>Smarter spending zone Receive discounts and special offers on hundreds of well-known brands as well as saving money on your shopping and other living expenses.</p> 	<p>1-1 Health and Wellbeing Support Receive specialist advice, support, training and resources that can help you manage your physical and mental health.</p> 	<p>Car leasing scheme Access to a personal car leasing scheme to access vehicles at competitive rates.</p> 	<p>Give as you earn Make tax free donations to a charity of your choice via salary deductions. You can either make a one-off or regular payments depending on your choice.</p>
			<p>Microsoft discounts Get a licensed copy of Microsoft Office Professional Plus for use on your home computer.</p>
			<p>Childcare vouchers For every £8 you pay in, the government will add an extra £2, up to a maximum of £2,000 per child per year.</p> 





Salary bands

At Cafcass we operate a simple pay structure where each salary band has only two salary points; a lower 'commencement' and a higher 'target' salary.

If you join at the commencement rate for your pay band, subject to satisfactory performance you can expect to progress to target after no more than 18 months in post.

If your application is successful and your offer of employment is to start with us at target salary for your pay band, you may be required to provide evidence of your current / most recent salary to support this. We'll provide further information on this if this is relevant to you.

Holiday

In addition to Bank Holidays, staff are entitled to **28 days holiday** per annum (our holiday year is April to March), of which 3 days are reserved for the period between Christmas and New Year. Once you have **5 years' continuous service** (see below), this increases to **33 days**.

We encourage staff to make full use of their annual leave. It is important that everyone has time away from work as we know this is vital to Health and Wellbeing and also helps ensure staff feel more focussed and productive at work.

Bring your 'continuous service' with you

If you join us direct from a 'related employer' (i.e. a Local Authority or Central Government department), we will recognise your prior service from that employer and also any relevant qualifying service from other previous employers as long as there is no more than 7 days gap between you leaving your current employer and commencing with Cafcass.

The potential benefits of this include being entitled to 33 days annual leave on commencement as well as enhanced maternity / paternity pay.



Membership of Local Government Pension Scheme (LGPS)

Cafcass offers membership to the West Yorkshire Pension Fund (WYPF), which is a Local Government Pension Scheme and is our auto-enrolment scheme. Employee contributions range from 5.5% to 12.5% depending on your actual salary. Cafcass will contribute 19.4% of your actual salary. Further information on the scheme will be provided should you join us.

Health and Wellbeing

This is an area Cafcass is very passionate about and committed to and we support colleagues in many different ways.

First of all, we have a healthcare membership scheme provided by **BHSF**. The basic monthly premium for employees is paid for by Cafcass (it is a taxable benefit) although there is the option for individuals to pay to upgrade their plans either just for themselves or to include their partner and up to 4 dependent children.

As well as covering everyday essentials such as dental treatment and optical care, members can also claim financial contributions towards specialist consultations, complementary & alternative therapies and preventative measures such as inoculations / flu jabs and health screening. Members can also benefit from discounted health club / gym membership.

Cafcass staff can also access an Employee Assistance Programme offering a range of telephone, face-to-face and online services 24/7.

Furthermore, we have specialist Health and Wellbeing professionals as part of our HR team who provide specialist advice, support, training and resources across the organisation that can help individuals and teams with managing their physical and mental health.

Cafcass' unique approach to Health and Wellbeing has seen the organisation receive many awards for the innovative and comprehensive support it provides staff. This approach also contributes to ensuring we have below average sickness absence and staff turnover when compared with similar organisations.



Social Work England registration fees

Social Work staff who are required to be registered with Social Work England are entitled to have their registration fees reimbursed by Cafcass.

Flexible working

To support flexible working, staff are routinely provided with a laptop and smart phone. This flexibility is especially valuable to our Social Work teams as this can enable them to work more efficiently from the office, court or home, as appropriate.

We also utilise video-conferencing facilities in many of our offices as well as Skype © video via laptop. This reduces the need for travel - which is also time and cost-effective - meaning our staff can spend more time doing the work that really makes a difference, which for our Social Workers (Family Court Advisers) means more time working directly with children.

Travel

Our **Cycle to Work** scheme, whereby employees can acquire a bike and accessories in a tax efficient way, is ideal for those who are able to consider this as a suitable method of transport and this can be paid for via contribution direct from their monthly pay.

For those who have a long commuter train journey, **interest free season ticket loans** are available. We also operate a **car leasing scheme** which is available for staff where this is a more cost-effective solution than claiming business mileage for a privately-owned vehicle.

Childcare

Childcare can be very expensive, but colleagues can sign-up for the Government's [Tax Free Childcare Scheme](#) which, subject to eligibility and criteria, means Parents can receive up to £2,000 annually towards the cost of childcare.



Other

A further benefit of BHSF membership is the '**smarter spending zone**', where you'll receive discounts and special offers on hundreds of well-known brands. platform that allows members to save money on their shopping and other living expenses, which could mean reducing supermarket spend, discounts with high street and online retailers, leisure activities, travel / holidays and bills (i.e. utility, mobile phones, broadband).

Please note that the above information is subject to change. If there is anything in this document that is particularly important to you and may influence your decision to join Cafcass if your application is successful, after you have made your initial application please contact the relevant member of our HR Resourcing team who will be managing this recruitment campaign.