Elizabeth Finn Homes

BIG

Benefits Brochure

30 ways we care for you,
so you can care for others

October 2026



Elizabeth Finn Homes

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Welcome



At Elizabeth Finn Homes we are proud to offer a wide range of benefits to our employees to support your health, wellbeing and work-life balance.

As well as supporting you in your life, this also means you can be at your best when supporting our residents in our homes to ensure they flourish and experience joy during their time with us.

The benefits in this brochure are there to help you feel supported, valued and able to do your best work. It highlights the range of support available across physical health, mental and social wellbeing as well as financial confidence.

I want to thank all the colleagues across our homes who took the time to share their thoughts on our benefits offering in the spring of 2026 – your views formed an important part of the new benefits we're now offering.

We very much hope that this Big Benefits Brochure helps you to maximise the benefits of being a part of Elizabeth Finn Homes.

We've added guidance on how to access each of the benefits in the descriptions below, but if you want any help to find out how to access something or have a question on this, please email **peoplesupport@elizabethfinn.co.uk** so the People Team can help you.

Peter Norgate

People Director | Elizabeth Finn Homes

Elizabeth Finn Homes



Elizabeth Finn Homes

Annual leave

We provide annual leave for all our employees. The rate increases as job roles become more senior in our homes, starting at 20 days per year.

A bank holiday allowance (usually 8 days per year for full-time employees) is provided on top of your annual leave allowance.

The annual leave year runs from 1 April to 31 March at Elizabeth Finn Homes.

For more information see our Annual Leave Policy on SharePoint or the Sona Resource Hub.

Annual staff survey completion award

Each year we ask all of you as our employees to feedback on your experience of working for Elizabeth Finn Homes. This helps us to see where things are working well and where more work is needed from us to ensure you can succeed and enjoy your work.

To encourage completion of the survey we provide:

- An additional £2,500 to the Colleague Wellbeing Activities Fund (see page 5) to the home with the highest completion rate, taking their pot from £5,000 to £7,500.
- For every response we receive we will donate £2 to a charity of each home's choice. For a home with 100 employees this could be a £200 donation to a local charity doing great work in your area.

Apprenticeships

We offer apprenticeships across most of our care home roles giving you the chance to develop your skills, gain recognised qualifications, and progress your career while still earning. These can be at level 3 or level 5.

We have several providers who run our apprenticeship programmes for us. And if you start an apprenticeship, you will be able to get a student discount in lots of places as well!

For more information email:
peoplesupport@elizabethfinn.co.uk

Bereavement and compassionate leave

We recognise the serious impact of bereavement, and want to ensure colleagues have time to grieve. We will support employees with up to two weeks of full pay where they experience a bereavement of a close family member such as spouse, partner or primary carergiver, child, parent, grandparent or sibling, or where this is an in-law relation or a step-relation.

For more information see our Special Leave policy on SharePoint or the Sona Resource Hub.

Blue Light Card

As an employee of Elizabeth Finn Homes, irrespective of the job role you do, you can access the Blue Light Card scheme.

Blue Light Card is the number one discount service for eligible frontline workers in the UK; including NHS staff, emergency services, social care workers, teachers, armed forces and police. With a Blue Light Card, you can access **exclusive savings from thousands of brands across everyday shopping, fashion, travel, motoring, days out, home and lifestyle categories**.



It is designed to give everyday value to the people who support communities nationwide, making it a popular choice for reliable and genuine member discounts.

It costs £4.99 to get a Blue Light Card with 2 years' access, and the £4.99 can be reclaimed from us via our expenses process.

You can apply for your Blue Light Card online: **https://www.bluelightcard.co.uk/en**

You can find our expense claim form on SharePoint or the Sona Resource Hub.



Colleague wellbeing activities fund

Each of our homes has a dedicated pot of money to use to recognise and reward colleagues within the home across the year. The fund is managed by your Home Manager and may be used for activities for all colleagues, or for particular groups such as on International Nurses Day or International Chefs Day, or for more specific additional contributions that a colleague or colleagues have made at a particular time.

Money is also provided through this fund for our home champions including the Equity, Diversity, Inclusion and Belonging Champions to be able to carry out a range of activities in each home across the year.

Speak to your home leadership team for more information on plans for this fund in your home.

> Elizabeth Finn Homes is an organisation that gives you autonomy and allows you to share your ideas and turn them into successful deliverables.

Counselling helpline (Employee Assistance Programme)

We offer a free, confidential telephone counselling service that can be accessed by any colleagues at any time. While it is provided by Elizabeth Finn Homes, we receive no information about who has used the service, when or what was discussed.

To access the service please use the following details:

Telephone number:
0345 266 9667

Policy details (if asked for them):
02/CRE/0510893,
Elizabeth Finn Homes.

Cycle to work scheme

We offer a cycle to work scheme through Cyclescheme where you can get a bicycle and/or all the necessary accessories (lights, helmet, locks etc). You can save at least 25% through using Cyclescheme and payments are taken through the monthly payroll processing using salary sacrifice - meaning this is tax efficient.

To find out more about how the scheme works and to access the scheme email **peoplesupport@elizabethfinn.co.uk**

DBS checks

As part of our on-boarding process, we pay for you to have a DBS check to ensure that you meet the fit and proper person's test to become a member of the team at Elizabeth Finn Homes.

These checks ensure that you can be confident that everyone who works in our homes is a fit and proper person to support our residents and ensure a consistent level of professional behaviour across all the different areas in our homes.

See your starter pack and terms and conditions for more information.

Electric car scheme

The UK government offers a salary sacrifice scheme to enable employees to buy or lease electric cars. We are working with our current benefits company to add this benefit to our offer and aim for you to be able to access the scheme from January 2027.

Enhanced sick pay

For employees who have passed their probation, been with us for at least six months and do not have any disciplinary sanctions active, we offer enhanced sick pay called 'Occupational Sick Pay' (OSP).
If you need to take sick leave because you are unwell you can get up to 4 weeks' equivalent full pay in a 12-month rolling period, so long as you comply with our sickness absence reporting requirements that are set out in our Sickness Absence policy available on SharePoint or the Sona Resource Hub.
If you meet the requirements to receive OSP, this will be automatically calculated through the monthly payroll process.

Family friendly policies

Our Family Leave policy sets out a range of entitlements that you can receive including what you are due to receive by law, and also our enhanced policies for colleagues who have been with us for at least 26 weeks (6 months). For full details, please see our Family Leave policy on SharePoint or the Sona Resource Hub.

As an example, Birth Parent Pay and Adoption Leave Pay provides 26 weeks of enhanced pay above Statutory Maternity/ Adoption Pay.



Golden Hearts Awards

The Golden Heart Awards are a celebration of the amazing work you all do across our homes. The awards shine a light on the dedication, compassion, and commitment of colleagues who go the extra mile while living and breathing our organisational values.

The awards recognise service excellence, celebrating colleagues for their dedication and the hard work that goes into making Elizabeth Finn Homes exceptional places to live and work.

These awards highlight individuals who have demonstrated a commitment to the organisation's values of bring love, welcome all, inspire more, and act with purpose.

The awards include the "Home of the Year" category, voted for by colleagues. This award recognises the home team that has gone above and beyond, setting the standard for exceptional care and teamwork.

Gym membership

The Blue Light Card (see page 5) includes a range of discount gym memberships that are available to anyone with a Blue Light Card. During the summer of 2026 these included: 20% off Nuffield Health Gyms, 10% off PureGym as well as a range of discounts on many different sportswear brands including Adidas, Nike, Gymshark, Myprotein and Garmin.

Health Cash Plan

We are pleased to announce that we are introducing a Health Cash Plan that all employees can choose to sign up for. For a small monthly fee that we can take direct via payroll, you will be able to access:

- Money towards a range of health costs including dental and optical costs; health screening and hospital stays; inoculations and complementary therapies.
- You will also be able to access a GP helpline with a prescription service, counselling and support helpline as well as health and fitness discounts.

You will be able to claim from day one of cover.

We are partnering with BHSF, a not-for-profit health and wellbeing provider who was founded in 1873, to bring this benefit to you. More details will come in the next few months, and we plan to launch by Christmas 2026.

"Elizabeth Finn Homes are fantastic employers, they really value the staff, listen to your thoughts and opinions, care about your wellbeing and take the time to find out what matters to you.


Golden Heart

Elizabeth Finn Homes

Home Bonus Scheme

We are introducing a Home Bonus Scheme to recognise and reward the positive impact our teams have every day on the quality, consistency and stability of care in our homes.

We know that agency use and sickness absence can negatively impact resident experience, while fast recruitment turnaround and high occupancy can positively impact our resident experience. Each one of us can influence these four measures, so that is what the scheme is going to be measured against.

The scheme will launch on 1 January 2027 and run until 31 December 2027, and then each year on the same 12 month pattern.

Each of our homes will be measured against the following targets, with homes scoring between 8 points and 1 point on each measure:

Metric	1st best	2nd best	3rd best	4th best	5th best	6th best	7th best	8th best
Agency use (%)	Lowest agency use = 8pts	**7**	**6**	**5**	**4**	**3**	**2**	Highest agency use = 1pt
Sickness absence (%)	Lowest sick absence = 8pts	**7**	**6**	**5**	**4**	**3**	**2**	Highest sick absence = 1pt
Time to hire new recruits (days)	Fastest hire time = 8pts	**7**	**6**	**5**	**4**	**3**	**2**	Slowest hire time = 1pt
Occupancy % at month end	Highest occupancy % = 8pts	**7**	**6**	**5**	**4**	**3**	**2**	Lowest occupancy %= 1pt

Every 3 months (a quarter) the home with the highest total score across all these measures will be announced as that quarter's winner and that home will receive £5 per employee to have a celebration in the home. (A home with 100 employees would receive £500 for this).

At the end of the year, the home with the highest total score across all measures over the year will see £100 added to each employee's January gross pay packet. A home with 100 employees would therefore have £10,000 added to their January gross pay from a central fund.



Learning and development

We employ over 750 people across our group and are extremely proud of the contribution everyone makes to the excellent quality of life our residents enjoy. Our high standards of care and compassion are only made possible through the dedication and professionalism of our people.

That is why one of our strategic aims is to provide outstanding and inclusive careers in care, with exemplary working conditions.

This means ensuring that all the mandatory and statutory training needed is in place, through a blended approach of online and face-to-face training, as well as a range of opportunities to develop through other training courses, apprenticeships, shadowing, mentoring and coaching. If you would like to find out more, please contact **peoplesupport@elizabethfinn.co.uk**.



Long service payments

We know that residents receive better care and support when they are supported by colleagues they know, who see our residents as individuals, and have knowledge of each resident's likes and interests.

Therefore, we offer long service awards at 5 years' and 10 years' service up to 50 years' service - because we have colleagues who have been with us for that long!

These payments and benefits are made automatically as part of the monthly payroll process when the work anniversary takes place.

Optical vouchers

We know that some colleagues often spend a significant proportion of their day looking at a screen (whether that is a computer, laptop, tablet or other handheld device). Therefore, we offer optical vouchers from Specsavers that will:

- Cover the cost of an eye test up to £25 in one of the branches of Specsavers
- Up to £70 off the cost of a pair of glasses that are solely used for when working on a screen (subject to some restrictions). For more information, please see our Employee Expenses policy on SharePoint or the Sona Resource Hub.

To access your voucher, speak to your line manager who will contact the relevant person in the People Team.

Overtime pay

To recognise the additional support that working additional shifts can have on ensuring residents are supported by colleagues they know, we offer enhanced overtime pay where this is above your normal worked hours, or for part-time colleagues when they work beyond the normal full-time hours and agreed in advance with the relevant manager.

This benefit is automatically calculated as part of our monthly payroll process.

Professional body membership fees

If you work in a role that requires membership of a professional body, for example as a Nurse, we will pay your relevant membership fees each year you are employed with us. For Nurse colleagues, this is the NMC PIN renewal fees.

You can reclaim the fee cost by completing a staff expense claim form, available on SharePoint or the Sona Resource Hub.

Real Living Wage employer

We are proud to be a Real Living Wage employer, ensuring all our colleagues receive a wage that reflects the actual cost of living. Fair pay is essential to a thriving and supportive workplace and directly supports our purpose: to create loving homes where both residents and those who care for them can flourish.

Recruitment referral scheme (Care Friends)

You can earn points and cash rewards by referring friends to work at Elizabeth Finn Homes through our Care Friends App. You can download the app to your mobile phone and use it to forward job vacancies to friends; keep track of the points you've earnt and request points to be converted to £££s. Every point is worth £1. You request payment via the app and payments are made through our monthly payroll process.

Sabbaticals

For colleagues who have at least two years' continuous service, they can consider taking sabbatical leave for up to 12 months. This is to enable them to achieve a specified professional or personal goal.

For a sabbatical to be agreed, the individual must agree to return to the business at the end of the leave period, and we must be confident that we can cover the period appropriately.

For more information see the Special Leave policy on SharePoint or the Sona Resource Hub.

Season ticket loan (travel)

For any colleagues who use trains to get to and from work, we can offer a season ticket loan to cover the price of an annual ticket that is then repaid through the monthly payroll.

We offer this as we realise that it is cheaper to buy a ticket for 12 months than on a monthly or weekly basis overall, but that colleagues may not have such a large sum of money available to cover this 12-month cost. For more information, please see our Employee Loans policy on SharePoint or the Sona Resource Hub.

Study leave

We recognise the importance of self-development for all our colleagues' careers and offer study leave arrangements to facilitate this. To be able to be considered for study leave, colleagues must be working toward a recognised professional qualification that is relevant to the work of Elizabeth Finn Homes, the course will last more than 6 months, and the leave can be appropriately covered within the home.

We may be able to provide financial assistance in some instances to study a particular course; this will be considered on a case-by-case basis.

For more information see our Professional Study Support policy on SharePoint or the Sona Resource Hub.

"The new Parental leave policy has meant I am able to have 6 weeks Paternity leave which can be taken anytime up to a year from the date of birth. This has meant I am able to support my partner in the early challenging days, as well as being able to bond with my son."



Free uniform

For most roles in our homes, we will provide you with the necessary uniform that you are expected to wear while you are on shift. We recognise the additional costs of buying specific uniforms for roles, and it is important that there is consistency in our home teams so that they are recognisable to our residents, their relatives and any other visitors to our homes.

Please see our Uniform policy on SharePoint or the Sona Resource Hub.

Volunteering days

As a business that is wholly owned by Turn2us, a charity providing financial help and support across the UK, we recognise the importance of volunteering more broadly.

All our colleagues can take up to two working days per year as volunteering days. As with all other leave, these days must be agreed by your relevant line manager and recorded as volunteering days in our Time and Attendance system (Sona).

We welcome colleagues who do use this opportunity to share details of which not-for-profit organisation they are supporting to encourage other colleagues to see the benefits of volunteering to their local community.

Wellbeing support

We provide a range of wellbeing support tools, guidance and benefits for our colleagues built around the four pillars of:

- Emotional/ mental health wellbeing
- Financial wellbeing
- Physical wellbeing
- Social wellbeing

These include Mental Health First Aiders across our homes, our Wellbeing policy and wellbeing assessment tool, signposting to StepChange and Turn2us for financial support and financial advice, as well as many of the benefits listed in this brochure to support work/life balance: our counselling helpline, being a real living wage employer, the cycle to work scheme and our suite of family focussed policies as a few examples.

> “My experience with the organisation has been incredibly positive, firstly working in an interim role and then returning to a substantive post following a restructure. When returning, I was welcomed back so warmly. It is refreshing to work in an organisation where your views are valued, and everyone is working toward a shared purpose.”



Workplace pension schemes

We run workplace pensions to enable every colleague to be able to save and plan toward their retirement. Employees will be auto enrolled into a pension scheme where they meet the criteria. This is a Group Stakeholder pension plan that will begin to take contributions from you after three months of employment. Employees contribute 5% and we as your employer contribute 3%, to make a total contribution of 8% to your pension each month.

For employees who are working as a registered nurse, or in managerial posts such as Unit Managers and Heads of Departments within the homes, they are eligible to join the enhanced pension scheme.

For more information on pension options, please email **peoplesupport@elizabethfinn.co.uk**





Elizabeth Finn Homes