

## Terms and Conditions

<b>Job Title:</b>	Assessment and Reviewing Officer (ARO)
<b>Contract</b>	Permanent
<b>Service/location:</b>	Residential Enablement Service (based at Medlock Court, Medlock Way, Lees, OL4 3LD)
<b>Hours:</b>	30 hours per week
<b>Salary:</b>	Grade 5; From £24,920 per year (pro-rata)  (Standby payments and additional enhancement for unsociable hours may apply)
<b>Holidays:</b>	Annual entitlement is 24 days plus Bank Holidays (pro-rata)  The holiday year runs 1 <sup>st</sup> April – 31 <sup>st</sup> March.
<b>Pension:</b>	A 6% employer pension contribution payable by the company into the company's pension scheme. This is dependent on a minimum employee contribution.
<b>Additional Benefits</b>	<p><b>Health and wellbeing</b></p> <ul style="list-style-type: none"> <li>• Fit for Oldham activity programme</li> <li>• Employee Assistance Programme</li> <li>• Occupational Health</li> <li>• Wellbeing-focussed performance conversations</li> <li>• Health cash plans</li> <li>• Discounted gym membership</li> </ul> <p><b>Flexibility</b></p> <ul style="list-style-type: none"> <li>• Generous annual leave entitlement and an annual leave purchase scheme</li> </ul> <p><b>Skills development</b></p> <ul style="list-style-type: none"> <li>• Comprehensive induction programme</li> <li>• Leadership and management development</li> </ul> <p><b>Reward and recognition</b></p> <ul style="list-style-type: none"> <li>• Team Oldham Awards</li> <li>• MioCare Staff Awards</li> </ul> <p><b>Financial wellbeing</b></p> <ul style="list-style-type: none"> <li>• Competitive pay rates</li> <li>• Childcare vouchers</li> <li>• Paid sickness absence</li> <li>• Life insurance (3 x annual salary)</li> <li>• Independent free financial advice, including personal budgeting support</li> </ul> <p><b>Staff offers</b></p> <ul style="list-style-type: none"> <li>• Exclusive staff retail and leisure discount scheme</li> </ul>