

**Middlesbrough and Stockton Mind offer many benefits for its employees whilst working for the organisation. These are listed below.**

### Financial Benefits

- Competitive salary
- [Company sick pay scheme\\*](#)
- Up to 6 hours paid time off for medical/dental appointments\*
- [Enhanced defined contribution pension scheme\\*](#)
- Access to financial rewards and discounts for high street shops, restaurants, holidays, supermarkets and much more
- [Free car parking at Lothian Road and Marlborough House](#)
- Travel expenses

### People Development

- Induction programme
- [Staff and Volunteers Development Day](#)
- Regular supervision with your line manager
- [Appraisals](#)
- Funded support for approved learning and development on a case-by-case basis

### Family Friendly

- Flexible working
- [Hybrid working](#)
- Special leave (paid and unpaid for different circumstances)

### Work-Life balance

- Generous holidays\* (26 days on appointment rising to 32 days after 5 years continuous service plus Bank Holidays)
- [Flexible working](#)
- Hybrid working
- [Career breaks](#)

### Well-Being

- Staff kitchen
- [Staff surveys](#)
- Staff newsletters
- [Employee assistance service providing 24/7 access to information and advice including counselling and legal and financial](#)
- Opportunity to join in well-being initiatives including health checks, fitness sessions, healthy eating campaigns and much more
- [Disability Confident employer](#)
- DSE tests

\*All benefits are pro rata according to hours worked