

HELP & ADVICE SHEET - 1

Cost of Living Challenge - Staff Support

To support VCSE organizations in Lincolnshire with options to consider for staff support to help combat the cost-of-living challenge, winter pressures and employee wellbeing.

The list below is not exhaustive or expected by organisations – it is to give insight and suggestions for organisations. It is appreciated not all organisations are able to adapt their staff support offer.

- **Hours of work** – Reduce the full time equivalent (e.g. to 35 or 36 hours per week rather than 37) without reducing pay to increase emotional wellbeing.
- **Office / Working from home** – Flexibility down to the individual – employers can provide payment of up to £26 per week per employee by way of support
- **Mileage** – Home to work travel / Increase mileage to 45p per mile.
- **Expenses** – Increased payment frequency e.g. fortnightly rather than monthly.
- **Annual Leave** – Increase entitlement / buy and sell leave.
- **Health Scheme for employees** – different schemes have different benefits – includes dental and optical allowance, GP consultation, shopping discounts, 24/7 Employee Assistance Line etc. - [Company Paid - Paycare Health Cash Plans](#) – please note these are generally seen as additional benefits and maybe subject to additional tax by employees
- **Flexi-time** – Work between set hours in the week (e.g. 7-7 Monday to Friday) – e.g. can help people work around childcare avoiding childcare costs or longer and shorter days to reduce travel etc.
- **TOIL** – Accrue up to an amount per week and take back time when needed.
- **Staff morale** – bringing staff together more / events that don't require staff to spend money (in the office, free games, no secret Santa etc.)
- **Pension** – Increase employer contributions for pensions.
- **One off payment** – enhanced and advanced pay: one set fee for all members of staff / an extra weeks pay – advance pay timing in good time for Xmas period. *(If this is a loan, caution recommended to avoid a cycle of struggling to pay the loan, we suggest you take advice on how to legally set up loans to employees)*
- **Internal points of contact** – Designated staff if people have money worries / internal directory of information.
- **Mental Health support** - Access to LPFT mental and emotional support for staff
- **Charity Discounts** – '[Charity Worker Discount](#)' and '[Health Worker Discount](#)'.

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[Lincolnshire Community Foundation](#) have launched their Thrive appeal. The Thrive Lincolnshire initiative aims to make grants available to organisations as soon as possible to fund crucial work, such as debt advice, warm spaces & hubs, food banks, domestic abuse, mental health, families, people with disabilities, older people etc. – to promote personal and organisational sustainability.

[Lincolnshire County Council](#) have launched a hardship fund for Care Home Providers with a focus on increased costs of utilities and insurance.

[NCVO](#) detail Cost of Living advice for the VCSE sector including energy bill relief scheme

- The [Money and Pensions Service](#) offer a range of services:
- Free webinars via The Money Charity (charitable organisations are exempt)
 - [MoneyHelper](#) content including the [messaging toolkit](#), [social media pack](#), [MoneyHelper Youtube channel](#) and a [range of tools and calculators](#).
 - [Guides](#) covering a number of topics.

[Warm Welcome](#) have over 3000 registered organisations that have opened or opening up free, warm, welcoming spaces for the public over this winter across the UK.

[Citizens Advice](#) can provide help and support, including in relation to debt and budgeting advice. There are four local citizens advice organisations across Lincolnshire.

- [Citizens Advice South Lincs](#) 0808 278 7996
- [Citizens Advice Lindsey](#) 0800 278 7904
- [Citizens Advice Mid Lincolnshire](#) 0808 278 7942
- [Citizens Advice Lincoln](#) 0808 278 7940

[The Greater Lincolnshire Food Partnership](#) have a directory of food banks across Lincolnshire.

If you are feeling low, anxious, or struggling with mental health in any way, there are many support services available – such as [LPFT](#), [Mind](#), [NHS](#) and [Samaritans](#) as examples.