

An Evaluation of the Benefits of Working with Intrinsic Care Group

The Intrinsic Care Group (ICG), since its incorporation, has focused on continuous expansion. In line with its core values, ICG has continually maintained its function as an exceptionally innovative and well-run service for all. Maintaining its core values have been possible through selecting, employing and retaining high quality individuals who acts as its representatives, with each employee adding significant value within their individual roles..

In order to achieve this structural expansion, we have implemented certain benefits such as **annual leave, pension scheme, career progression, company packages etc.** However, some of the most recent systems introduced into the service which have been integral to the continued growth and development of the Service;

- **Zest Platform;** This programme is a free 24 hour fully confidential telephone counselling with an interactive health and wellbeing management portal to support our employees with their daily lives. Using recognised psychological strategies and clinically backed methods from Priory Healthcare the new Care first Zest app teaches users coping mechanisms to handle situations life may throw their way. Partnering with Zest has significantly improved
- **Avensure;** Avensure is a 24/7 UK expert in employment law for employers, HR outsourcing support, and health and safety consulting which offer designated specialists and bespoke service to the growth of the service. They seamlessly help in navigating all HR and H&S challenges. Utilising Avensure has ensured that the business is fully insured and always compliant with UK law, further enhancing the future-proof of HR and H&S through our innovative software solutions. Partnering with Avensure has strengthened the professional relationship between management and employees and improved our customer service.
- **Employee Voice;** Utilising this system means that employees are able to safely put forward their viewpoints on their work, irrespective of where, when and how they do their work.. At Intrinsic Care Group, we believe that effective voice not only contributes to building trust with employees, innovation, productivity and organisational improvement, it also fosters the professional relationships between the support staff and service users, which is a very important aspect, as the support staff are essentially the face/representatives of the Company. While this system has been in practice since the inception of the company, it has recently been strengthened through the introduction and partnership with Zest and Avensure.

Having stated the above benefits, we are continually implementing more benefits that will ensure that Intrinsic Care Group meets their company vision and mission. As such, it is evident that Intrinsic Care has not only continually focused on QUANTIFIABLE expansion, but also in Structural QUALITATIVE expansion, by ensuring that only suitable, efficient and effective SYSTEMS are implemented. ICG continues to ensure its staff members are fully trained and inducted into the Service

to ensure that high quality care and support is provided to all of its service users. The foreseeable future for Intrinsic Care Group is Continued Structural Growth and Expansion, through its representatives, in line with its Core Values and aims.