

Summary of Company Benefits

Annual Leave

- A minimum of 25 days annual leave per annum plus Bank Holidays
- Buy/Sell holiday scheme

Pension/Life Assurance

- Group Personal Pension Plan, Employer Contributions 4% of salary and employee minimum contribution 1%
- Free Life Assurance for staff up to state pension age (3x salary)

Work Life Balance

- All staff eligible to make a flexible working request (once probation period passed)
- Childcare Vouchers Salary Sacrifice Scheme
- Enhanced maternity/ordinary paternity/adoption leave benefits

Health and Wellbeing

- Free physiotherapy (up to 6 sessions)
- Enhanced Occupational sick pay scheme
- Income Protection scheme for long term sickness absence for staff aged under 70
- Annual Health Screening
- Annual flu vaccinations
- Employee Assistance Programme (EAP) - free 24 hour advice, information and counselling service available for staff and family
- Company paid BUPA membership with certain roles
- Discounted Simply Health scheme
- Bonus days for no sickness absence (up to 2 days a year)
- Annual eye test and contribution towards glasses (for users of display screens)
- Health Related Allowance (£125 per annum)

Green Incentives

- Bike to work scheme
- Season Ticket Loans

Other

- Commitment to the learning and development of all staff
- 'The Forum' employee consultative committee
- Car Loans
- Car Allowance/Company car scheme – for essential users or certain grades
- Free car parking on site
- Pay not to drive scheme (for main office)
- Reimbursement of professional subscriptions for certain roles
- Loyalty awards for every five years of service, starting at £50 of vouchers for five years service
- Monthly Thank You raffle for all members of staff to recognise everyone's contribution
- Employee Recognition Scheme – Managers recognise excellent performance and reward with a voucher or gift
- Recommend a friend scheme – payment of £500 for introducing a new employee to a permanent role