

Current Employee Benefits

1. **Upper quartile base salaries offered**
2. **Company Car for Field Based Management Roles**
3. **Competitive Bonus Scheme** - based on sales performance for Field Based Roles
4. **Competitive Car Cash Allowance** - for certain other Managerial Roles
5. **Annual leave**, 22 days on joining rising by 1 day of service up to a maximum of 27 days
6. **Personal / Carer's Emergency leave**
7. **Parental leave**, up to 13 weeks unpaid dependant on age of your child
8. **Enhanced Maternity Leave**, 12 months leave (6 weeks at 100% pay, 20 weeks at 80% pay, 7 weeks paid at SMP, subject to meeting qualification criteria and returning post maternity leave)
9. **Competitive Group Company Money Purchase Pension Plan**
10. **Competitive Bonus plans for both Sales and Non Sales Positions**
11. **Individual Employee Private Medical Insurance with discounted rates for partner/dependants**
12. **Life Assurance** - x4 annual salary
13. **Dependants Pension** - pays 50% of pension to a nominated individual in the event of death in service, until their retirement age or if the nominated individual is a spouse and they are survived by a dependant child, the benefit will continue to be paid to the child up to the time that they complete full time education (maximum age is 21)
14. **Long Term Sickness Benefit** - pays 75% of salary after 130 days continuous absence through illness
15. **Employee Discounts** - a number of Company discounts have been established with local suppliers of goods and services in the Warwickshire area
16. **Flexible Benefits**
 - a) **Salary sacrifice to contribute additional amounts into the pension scheme (through AVCs)**
 - b) **Salary sacrifice up to £243 per month for childcare vouchers**
17. **Educational Assistance** - up to £x per person for approved courses relating to your role, after completion of 12 months service
18. **Mobile Phone (certain Management Grade Posts only)** - reasonable personal use
19. **Employee Assistance Program Provider** - a 24 hour, 7 day week confidential advisory and counseling service for you and your family
20. **Employee Referral Bonus** - a scheme that rewards individuals for recommending talented individuals who are recruited into the company