

PLACES FOR PEOPLE GROUP BENEFITS

Annual Leave 24 days basic leave (25 days for management)
8 bank holidays
3 concessionary days (fixed by Group between Christmas & New Year)

Service Leave After 2 years service – 1 day
5 years plus – 3 days (total)
10 years plus – 5 days (total)

Pension The Group has a Pension Plan open to all staff after 3 months service. This is a defined contribution Plan to which the Group will contribute 6%, provided the employee also contributes 6%. Membership of the Plan also provides free life insurance cover of 4 times salary.

Sick pay In addition to statutory sick pay the Group also offers Occupational sick pay after 4 months service with the Group. Full rates below

Length of service	Full Pay	Half Pay
1 - 4 months (after 4 mths service)	1 month	
5 - 12 months	1 month	2 months
2 nd Year	2 months	2 months
3 rd Year	3 months	3 months
4 th and 5 th Years	5 months	5 months
6 th and Subsequent Years	6 months	6 months

Flexible Working Flexi-time working is available for the majority of staff.

Maternity Leave In addition to statutory maternity pay the Group also offer an occupational pay package.

Paternity Leave Paternity leave is available to all eligible staff at 1 weeks full pay, and second week at statutory Paternity pay.



FLEXIBLE BENEFITS (available to all staff)

Childcare Benefit Scheme	Salary sacrifice scheme, allowing tax and national insurance exemptions. In conjunction with The Grass Roots Group.
Employee Care	Free confidential 24 hour counselling and legal advice line, available for all employees and immediate family through First Assist.
Buy/Sell leave	You can buy or sell up to 5 days annual leave in a year (providing this does not fall below 20 days p.a. excluding statutory holidays)
Computer Loans	Up to £800 interest free loan, repayable over 18 months. Staff are eligible after completion of probationary period.
Bicycle Loans	Up to £250 interest free loan, repayable over 12 months. Staff are eligible after completion of probationary period.
Dental Insurance	Three levels of cover are available through our partnership with Denplan.
Health Insurance	Discount rates on health insurance are available through our partnership with Medicash.
Health Check	Free annual lifestyle health screening is available to all staff with over 12 months' service. Checks include blood pressure, lung function and cholesterol.
Low rate Loans	Reduced rates loans through the Co-operative Bank.
Lease Cars	Special offer lease car deals are available through ALD Automotives and Newgate Finance.