

EMPLOYEE BENEFITS PACKAGE

BENEFITS	TERMS
Pension	Individual personal pension
Employee pension contribution	5.0% of salary
Employer pension contribution	8.1% of salary
Life Assurance	Four times annual salary
Health Scheme	UK Healthcare – Association pays for personal base level cover. Children included for free.
Hours of work	Full time 37 per week
Toil system as payment when additional hours are required to be worked	Established system
Annual Holidays	28 days rising to 33 days after five years service plus Bank Holidays
Working from home	For designated posts only
Home based working allowance	£550 per annum for home based staff for designated posts. Telephone and line rental, computer and office equipment will be supplied if the post is a designated home based post
Lease Car and Fuel card	Is provided where a lease car is supplied with the post
Opportunities for training and personal development	Reviewed on an ongoing basis during annual appraisals Access to a extensive variety of e-learning
Probationary period	Six months for permanent new appointments Three months for fixed term contracts new appointments
Salary sacrifice	Cycle to work scheme Holiday Trading Scheme
Employee Benefits	BenefitHub (lifestyle discounts to include retail, gym and leisure), Health Assured (employee assistance programme offering telephone counselling), My Healthy Advantage (health and wellbeing)