

# Other benefits

## Annual Leave

The Group provides an individual leave entitlement of up to 31 days per year, in addition to 9 bank / public holidays.

## Sickness Policy

The Group has a generous policy, which provides for up to 52 weeks of sick pay.

## Credit Union

The Co-operative Family Credit Union is a 'Not for Profit' financial co-operative which offers a convenient saving and low interest loans service to its members.

## Long Service Awards

Awarded at 20, 30, 40, 50 and 60-year milestones, with a value of up to £600.

## Long Term Disability Scheme

Colleagues who are members of the PACE Pension Scheme are eligible for this benefit. It provides a replacement income of circa 75% of salary should they be unable to work because of illness or injury as defined under the scheme rules.

## Family Friendly Policies

The Group recognises the importance of employees having good work-life balance and as such has a range of policies designed to help you achieve this.

## Personal Development

The Group is committed to the development of employees and wishes to promote the valuable learning and personal development to be gained from successful study for a professional or educational qualification.

## Season Ticket Loan

Interest free loans are available to staff for the purchase of season tickets (from any travel company) for travel to and from work.

## Employee Member Benefits

For a £1 joining fee, you have access to a benefits package which includes:

- the annual employee member dividend (which is in addition to the normal membership share of the profits).
- a voluntary benefits package, including a whole host of offers and discounts on everything from fun days out to driving lessons and health spas.
- employee discounts across our family of businesses:



- 15% discount on motor insurance
- 25% discount on home insurance
- 9% discount on life insurance
- 9% discount on critical illness insurance



- 30% discount on Will writing
- free Will healthcheck
- free legal advice on Wills
- free legal advice on probate
- 10% discount on conveyancing
- free accident management support
- free legal advice



- 10% discount
- 5% discount on non food items



- 10% discount excluding prescriptions



Customer offer at time of booking plus and additional 5% discount with supported suppliers for employee members and/or employee member partner card holders on the booking (excluding cruises, Dublin departures and price matching.)



- 15% discount on funeral directors fees
- 5% discount on monumental masonry

## BUPA Discount

Colleagues are eligible for up to 35% discount off the BUPA Care product standard rates, with the option to include members of immediate family on the same discount.

## Employee Assistance Programme

Provides unlimited access to a telephone help-line for confidential advice, support and telephone counselling to all employees and family members. The service also provides face-to-face counselling where appropriate.

## Childcare Vouchers

Colleagues can take advantage of tax and national insurance savings by the purchase of childcare vouchers through payroll.

**For more details on these benefits, please refer to the HR pages on the Intranet.**