

There is a 12-week qualifying period for most benefits. After successful completion of this the following benefits would be applicable.



Pension

We offer a base salary pension paying 7.5% of employer contribution, 5% is contributable by the employee, via Salary Exchange.



Life Assurance

This is a Death in Service scheme. Once enrolled, if you were to pass away whilst employed with us, the policy would pay out 4 x your annual base salary to your nominated beneficiary



Enhanced Sick Pay Scheme

Offers payment of 50% of salary from day 2 to day 6, thereafter 75% of salary up to 13 weeks.



Income Protection

If you are long term sick and after the 13 weeks of enhanced sick pay are exhausted, the income protection policy is activated. This policy pays out 75% of salary for up to 2 years.



Private Medical Cover

Policy in place.



Holidays

We provide 33 days holiday per year, this includes public and local holidays.



Holiday Buy

Each year we offer the opportunity to 'buy' up to a further 10 extra holidays per year via Salary Exchange.



Golf Membership

Use of company golf membership at Newmachar Golf Club. Includes use of both the Hawkhill and Swailend courses.



Company Referral Scheme

Know someone you think would be a good fit? Refer them and you could be eligible to receive a cash payment on successful completion of their probationary period.



Professional Membership

Will reimburse one professional membership fee each year.



Dress Down Friday

This is exactly as it sounds, each Friday you can dress casually for work.



Long Term Service

Awards for long term service.



Electric Vehicles

Salary exchange on electric and hybrid vehicles.



Hybrid Working

We operate a hybrid working policy where you can benefit from both office and home working environments.



Training & Development

Hands on, on the job training from experienced colleagues through the Company from day one. Additionally, the we will aim to continue training and develop employees through external training providers throughout your career to help your continued development.