

# STAFF BENEFITS



## YOUR FUTURE

Kelliher Insurance Group operates a **pension scheme** under which a contribution is made by you, the employee, and by the employer on behalf of all qualifying staff members. Additional contributions can be made by you if you wish.



## ENHANCED MATERNITY AND PATERNITY PAY

During maternity leave employees receive three months of full pay for less than five years of service and six months of full pay after five years of service, in addition to two weeks of full pay when on paternity leave.



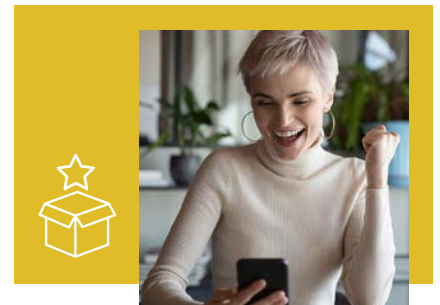
## BIRTHDAY HOLIDAY

We love birthdays! All eligible employees receive an **extra day off** to celebrate their birthday!



## SPECIAL RECOGNITION AWARDS SCHEME

We love to recognise and reward you for your achievements. We run a special rewards scheme throughout the year that involves enjoying activities and team events with dinner & drink involved!



## ACCESS PERKS

Perkbox is an **employee benefits platform**, providing access to more than a hundred perks, including discounts in cinemas, shops, gyms and restaurants, close to home and nationwide.

THERE ARE MORE...!



# MORE STAFF BENEFITS...



## NEED MORE HOLIDAY?

Our holiday purchase scheme allows you to make an extra annual leave purchase up to a maximum of 5 days per year (not exceed 30 days in total, including your normal annual holiday entitlement) and spread the cost over the year. This can be accessed at any time of the year.



## NEED SUPPORT?

Our **Employee Assistance Programme** is available to all staff and can offer confidential information and professional support in areas such as counselling, mental health support, legal advice and much more. 24 hours 7 days a week. Contact 0800 047 4097.



## WANT TO STUDY?

We are passionate about your professional development and funding is available for relevant, role-specific training and for professional qualifications. We provide full funded support as well as paid time off to help towards achieving qualifications. A bonus is also awarded on completion of professional exams.



## WANT TO RECOMMEND SOMEONE?

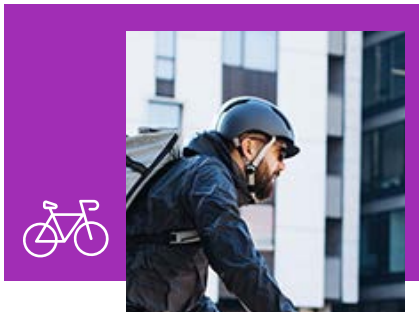
With our Recruitment Referral Scheme we offer a £3,000 bonus for every successful candidate introduced to the company via a staff recommendation for permanent roles. Payments are made in two parts, firstly when probation has been passed and then upon completion of one year's service.



## SEASON TICKET LOANS

We can provide an interest-free loan to cover the cost of a season ticket from home to your usual workplace address. You can save on travel by purchasing an Annual Season Ticket, repaid through monthly deductions from your salary.

# MORE STAFF BENEFITS...



## NEED A BIKE?

Our **Cycle to work Scheme** enables you to get a bike, tax-free saving between 25-42% dependant on your personal tax band. You can save on bikes and accessories from independent stores to major brand chains such as Evans and Halfords.



## YOUR PROTECTION

We operate a life assurance scheme which can pay your nominees money as a lump sum calculated at four times your salary.



## CELEBRATING MILESTONES

We like to celebrate the key moments, whether it's a milestone birthday, wedding, baby, years of service or passing an exam, we reward our staff with a **special gift!**



## DEDICATED PROFESSIONAL DEVELOPMENT TIME

All employees are given one hour per week to spend on their professional development.

