



## **1. Competitive Salary**

We offer competitive salaries, all above the National Living wage and these are reviewed annually.

## **2. Holiday Allowance**

All staff have a minimum of the statutory allowance plus bank holidays. Additional days are then also gained for length of service.

## **3. Pension Scheme**

We offer a Company Pension Scheme with combined employer and employee contributions which is currently 8% of annual salary.

## **4. Company Sick Pay**

If you are not well enough to work, in addition to Statutory Sick Pay the company offers an enhanced payment according to the job role that you do.

## **5. Product Discounts**

All colleagues are able to buy our products for their own use, at our current cost prices.

## **6. Health Cash Plan**

We take the health and well being of our colleagues very seriously. All colleagues have the option to sign up to BHSF (Birmingham Hospital Saturday Fund) if they wish to, which then allows them to claim money back for certain health cash benefits.

## **7. Employee Rewards**

We recognise that if the company does well and has a successful month/year then this is all down to teamwork and our colleagues are rewarded in various ways for this, such as bonuses. We like to keep our colleagues informed of what's happening within the business and have a quarterly update with everyone and show our appreciation for all of their hard work.

## **8. On Site facilities**

There is free parking on site and lockers are available for staff.

We have two kitchen/rest areas with use of a microwaves, kettle, fridge and hot and cold water dispensers. We also have an outside seating area which colleagues can make use of on their breaks.

Tea, coffee and sugar is provided for all colleagues.

There is a first aid room which can also be made available for private prayer.

## **9.Safety and Security on site**

During covid we put several measures into place to ensure the safety of our colleagues, many of which are still in use; hand sanitiser is provided, masks and gloves are available should a colleague wish to use them.

We use CCTV to monitor the safety of all colleagues and visitors on site.

Colleagues working within the operations departments will be issued with a uniform and the relevant personal protective equipment.

## **10. Long Service Awards**

We recognise when colleagues reach certain milestones either in their careers or in their personal lives, if they wish to share that with us.