



## WORKING FOR US - YOUR BENEFITS

We offer all our employees a comprehensive benefits package, which include:

### **Annual Leave**

We understand the importance of balancing your work and personal life. Annual leave is an important way of helping employees to achieve that balance. In addition to public holidays, employees are entitled to 23 days of annual leave each year, increasing to 28 over time. Holiday is calculated in hours and pro-rated for part-time workers.

### **Additional Leave**

Option to purchase 1 week's additional leave

### **Flexible Working**

This is offered to all non-rota'd staff

### **Cash Health Plan**

Our cash health plan enables employees to claim back the cost of a range of everyday healthcare treatments, including dental, optical, medical and other consultations. This benefit is provided free for employees, who have been employed 6 months.

### **Auto-Enrolment Pensions**

Whag has an auto-enrolment pension scheme through NEST, with a 3 month waiting period from date of employment, based on qualifying earnings, with employer contributing 3% and employee contributing 5% earnings during 2023, contributions increasing over time in line with legal requirements.

### **Cycle to Work Scheme**

Cycle to work scheme enables employees to keep fit and healthy and purchase a bike tax-free, saving on average about half the cost. (Subject to probation period)

### **Tech Scheme**

Tech scheme enables employees to purchase various items tax free, saving on average about half the cost. (Subject to probation period)

### **Hospital Appointments**

5 hours paid leave for hospital appointment

### **WHAG Savings Account**

Monthly saving account, payable at Christmas time.

### **Access to Charity Discounts**

Charity Worker Discounts is a discount service that is available to charity workers and their families.

### **Parking**

Free parking at projects