

# Employee Benefits.



# The Extras We Offer.



Employee Benefits



We believe in looking after our staff by offering a range of employee benefits above and beyond the employer statutory obligations.

We are proud to be listed as a 'Best Places to Work in Property' company and we continually benchmark and improve our initiatives due to our membership of the Greater Manchester Good Employment Charter.

The benefits range from health and wellbeing, retail discounts to recognising employees with long service. A summary of the benefits can be found in this booklet.



*// Pozzoni has always been committed to delivering positive impacts through its work. Providing a supportive and nurturing environment where our people are empowered to reach their full potential is a key part of this. //*

**Catherine Mulley**

Director

# Health & Wellbeing.





## Pozzoni Boot Camp

(subject to minimum number of participants)

To promote a healthier lifestyle we have arranged for a personal trainer to hold a weekly boot camp in a local park in Altrincham.

This is subsidized by the practice each month.

## Early Finish

To promote a healthy work life balance we finish at 1pm on Fridays.

## Holidays

All employees are entitled to 23 days holiday per annum, rising after three years' service to 24 days then to 25 days per annum after a further year.

## Cycle To Work

Ability to purchase a bike from various retailers up to the value of £1,000 and pay back over 12 months via salary sacrifice.

## Public Transport Passes

To encourage the use of public transport, we offer a loan to buy a yearly tram, train or bus pass which you pay back out of your salary each month.

## Birthday Leave

All employees will get the day off if their birthday falls on a week day.

# Support & Rewards.





## Employee Assistance Programme (EAP)

To offer support and assistance to all employees the EAP offers:

- Online expert guidance, information and support
- Counselling services
- Legal and financial information
- Health and wellbeing advice
- We have a team of mental health first aiders

## Long Service Awards

We recognise the commitment and loyalty of long serving employees. As a thank you we offer long service awards in the form of lump sum payment:

- Five years - £100
- 10 years - £200
- 15 years - £300
- 20 years - £400
- 25 years - £500

# Community.





## Donate a Day

We actively encourage and support our employees to develop and harness their skills to add value to the many voluntary and community organisations who rely on volunteers to achieve their objectives.

We offer employees one working day per annum for community volunteering.



# Financial.



## Employee Benefits



## Retail/Travel Discounts

We offer a retail discount scheme including instant discounts at your local supermarket, for electronics, DIY, home essentials, restaurants, cinemas, days out, clothing, travel, beauty and sports and leisure.

## Enhanced Maternity Leave

We offer enhanced maternity pay to employees with over two years continuous service at the below levels:

- The first six weeks - 100% of usual pay
- The next six weeks - 50% of usual pay
- The next 27 weeks – statutory maternity pay

## Enhanced Paternity Leave

We offer enhanced paternity pay to employees with over 2 years continuous service at the below levels:

- The first week – 100% of usual pay
- The second week – statutory paternity pay

## Health Cash Plan

Health Cash Plan incorporates optical and dental cover, a GP helpline as well as a range of other services. The plan pays you cash towards your everyday healthcare costs, such as dental check-ups and treatment, eyesight tests, diagnostic health consultations and therapy treatments, plus many more benefits.

# Statutory.





## Pension

Following successful completion of a probationary period all employees are auto-enrolled into the company pension scheme, at which point the practice makes a contribution of 3% of salary and employees make a minimum 5% contribution from their salary.

The practice offers 'salary exchange' which is a tax efficient way to make pension contributions into your pension plan. You will be offered a meeting with our pension adviser to discuss the options of salary exchange if it is of interest.



# Salary Extras.



Employee Benefits



To access the Employee Assistance Programme, Health Cash Plan, Retail Discounts and Cycle to Work scheme you can access using the following methods:

## Online

<https://computershare.salary-extras.co.uk/home>

## Salary Extras App

Through the Salary Extras app you can access instant discounts from big name retailers, supermarkets, restaurants, holiday companies and much more.

Download the Salary Extras App from your mobile app store

Your registration details are:

**Username:** pozzoni

**Password:** POZ906

Trouble registering?

Please call the helpline on: 0330 100 2313  
Mon - Fri, 8am to 6pm (Calls charged at local rates)

For all other employee benefits, or further details on those listed here, contact Claire Cowen for further information:

[claire.cowen@pozzoni.co.uk](mailto:claire.cowen@pozzoni.co.uk)

**Studios in Manchester & London.**

[Employee Benefits](#)