

## Team Benefits

A range of industry beating benefits keeping  
our people happy, healthy, motivated and valued

# Health and Wellbeing

## Group Income Protection |

The welfare and security of our people is so important to us. We want to create an environment to enable them to thrive without the worries of loss of income due to either physical or mental health for up to 2 years

## Private Medical Insurance & other health benefits

Our team benefits from high quality private medical care, allowing them quick access to specialists and consultants for both their physical and mental health. For those living in England, we'll pay for regular eye tests. And all our people benefit from free annual flu jabs.

## Life Insurance

We care for everyone's welfare and we provide security for your family, children and other beneficiaries if you die in service (4 x salary).



## Standard Pension

We use a provider called The People's Pension (PP) as our workplace pension scheme for automatic enrolment - this means that your employer's contributions, together with the contributions you pay and tax relief from the government, are paid into a pension account in your name.

## Healthier workplace

Do you like to stay healthy, but only have time to nip to the local fish and chip shop round the corner? Fortunately, we provide you with a healthier, more convenient option: our office fruit and milk is delivered each week for all our people.

## Mindfulness app

Subscription to a meditation, sleep and relaxation app. Unique audio content that strengthens mental fitness and tackles some of the biggest mental health challenges of today: stress, anxiety, insomnia, and depression.

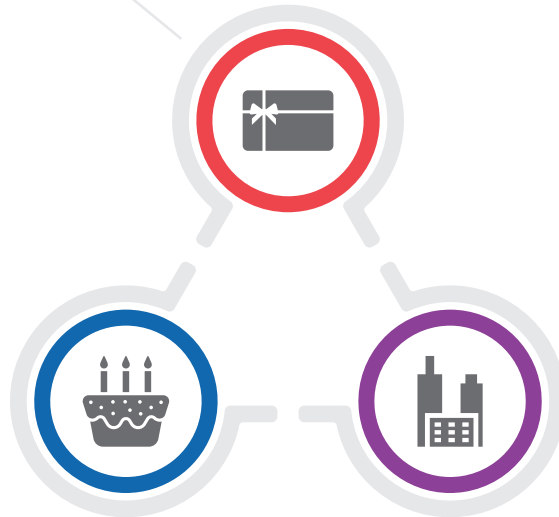
## Employee Assistance Programme

Offering emotional, practical and physical support to employees and their families around the globe, Workplace Options is on-hand with 24/7 confidential help, including counselling, information, guidance and referrals on anywork, personal or family issue.

# Perks

## | Perks@Work Voucher Scheme

We are subscribed to Perks@Work online shopping portal and a host of redeemable perks. Get vouchers from highstreet brands, discounted cinema tickets, and so much more.



## | Celebrate your Birthday day off

You may have lunch on us. In the 2nd, year take a half day's holiday and thereafter a full day leave on your birthday.

## | City Centre Offices

Our city centre office is housed in a building that is of special architectural and historical interest, but with a modern inside space that promotes productivity, teamwork and innovation.

# Career Development

## Progression path and Promotions

Regardless where you are starting your career or if you are joining us as an apprentice or a consultant, we want you to grow with us. Our apprentices have enjoyed progression up to and beyond level 3 technical support. Our Profession Services people enjoy rewards based upon performance throughout the year.

## Annual Pay Progression

We are committed to ensuring that basic salaries remain competitive. We do this by conducting an annual pay review, paying individuals in line with industry practice and standards, and benchmarking salaries against other employers.

## Training to attain Certifications

As your employment progresses, your skills may be extended to cover new job activities with us. We encourage continuous professional development to obtain relevant professional qualification to help you perform in your current and any future role.



## GrMc Employee recognition - Great people Awards

Two quarterly awards:

**Outstanding Customer Service Award** - linked to external customer recognition, customer thermometer (CSATs) and customer satisfaction.

**Living Our Values Everyday (L.O.V.E) Award** - linked to peer recognition (Karma) and internal recognition of performance.

Winners of each quarterly award are put forward for Employee of the Year Award for outstanding contribution and performance. The overall winner is chosen using insights from customer feedback, peer recognition, notable achievements and management review (HR information such one-to-ones, how well objectives were met and absence scores).

## Online Learning

Grow your skills and advance your career. Develop your skills with 7,000+ expert-led courses across hundreds of topics. Build on your proficiency by knowing which classes to watch in which order, with course work curated by experts. Measure your skill level with confidence in as little as 20 questions and five minutes.

# Lifestyle Benefits

## | Cycle to Work Scheme

Tax is complicated; the cycle to work scheme is not. You choose a bike, hire it for an agreed length of time, then wind its value down to a negligible amount. It's like a year-round sale, with interest free credit available in over 2,000 retailers nationwide.



## | Incremental Leave Allowance

We recognise tenure, and after 2, 5 and 7 years of service we give you an additional holiday allowance.

## | Corporate Social Responsibility day off |

Want to support a charity of your choosing? We'll give you a day's paid leave, each year, to do so.