

There is a 12-week qualifying period for most benefits. After successful completion of this the following benefits would be applicable.



Pension

We offer a qualifying earnings pension paying 9% of employer contribution, 5% is contributable by the employee, via Salary Exchange.



Life Assurance

This is a Death in Service scheme. Once enrolled, if you were to pass away whilst employed with us the policy would pay out 4 x your annual base salary to your nominated beneficiary.



Enhanced Sick Pay Scheme

Offers payment of 50% of salary from day 2 to day 6, thereafter 75% of salary up to 13 weeks.



Income Protection

If you are long term sick and after the 13 weeks of enhanced sick pay are exhausted, the income protection policy is activated. This policy pays out 75% of salary for up to 2 years.



Company Referral Scheme

Know someone you think would be a good fit? Refer them and you could be eligible to receive a cash payment on successful completion of their probationary period.



Hybrid Working

We operate a hybrid working policy where you can benefit from both office and home working environments.



Holidays

We provide 33 days holiday per year, this includes public and local holidays.



Long Term Service

Awards for long term service.



Private Dental Cover

Policy in place.



Holiday Buy

Each year we offer the opportunity to 'buy' up to a further 10 extra holidays per year via Salary Exchange.



Electric Vehicles

Salary exchange on electric and hybrid vehicles.



Private Medical Cover

Policy in place.



Offshore allowance

If you have a requirement to work offshore, then there is an additional uplift per night offshore.



Training and Development

Hands on, on the job training from experienced colleagues through the Company from day one. Additionally, we will aim to continue training and develop employees through external training providers throughout your career to help your continued development.



Dress Down Friday

This is exactly as it sounds, each Friday you can dress casually for work.



Golf Membership

Use of company golf membership at Newmachar Golf Club. Includes use of both the Hawkhill and Swailend courses.



Employee Assist Programme and Cashplan

Provides assistance should you need someone to talk to, as well as 6 face to face counselling sessions if you feel you would benefit from this. Cashplan allows you to claim money back on other needs such as the cost of glasses or contact lenses, practitioner costs for alternative therapies such as acupuncture or sports massage if carried out by a licensed practitioner. Up to 4 dependants, up to the age of 16, can also be added to the policy.