

Financial Benefits

Benchmarked wages

We ensure that our salary and wages are above average for our industry.



Bonus scheme

We reward dedication and commitment through our discretionary bonus scheme.



Additional Financial Benefits

- Enhanced pension scheme - Nicholsons pay 6% of employee's wages (for those that are eligible).
- 20% staff discounts in the Plant Centre and Yurt Restaurant.

Holiday Houses

- Scotland Highlands (Loch Eil)
Glen Garvan
- Pembrokeshire (Broadhaven)
Timber Cabin
- France (Lusignac)
La Porcherie



NICHOLSONS Benefits



Health and Wellbeing benefits

Sick leave

Our sick policy now offers up to one week of paid sick leave per rolling twelve months.



Annual Leave

21 days annual leave (plus bank holidays), rising to 26 days after 2 years.



TOIL (Time Off In Lieu)

Employees who work overtime or additional hours for events are encouraged to take time off in lieu.



Additional Health and Wellbeing Benefits:

- Weekly fitness classes.
- Smart Health & Family Support (more information overleaf).
- Access to wellbeing resources via our employee newsletter.
- We will cover the cost of regular eye tests if your role requires you to use a computer for a significant part of your working day.

Training benefits



- Nicholsons Knowledge training.
- Free entry to Club 57 events. [Click here](#) to view the events calendar.
- Paid membership fees and subscriptions to relevant professional bodies.
- Access to continued professional development including departmental training, external courses and soft skills development.

Green Benefits



- Electric vehicle charging at North Aston and Corby.
- Cycle to work scheme.



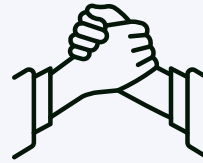
Family support

In the event of the death of an employee, a beneficiary will receive 2.5 times the employee's salary to support them in times of need.

Smart Health

In addition, **Smart Health** provides all insured employees with unlimited access to....

- a 24/7 virtual GP,
- mental health support,
- a health check,
- a nutritionist consultation,
- expert second medical opinions, and
- personalised online fitness programmes, from anywhere in the world.



All six Smart Health services are available immediately and can be used by all employees covered by the insurance, as well as their immediate families for partners and children up to the age of 21.

Community and social benefits:

- Two all-employee socials per year.
- We gather regularly to celebrate success and share department and company updates.
- We form committees to ensure that we consistently improve and innovate.
- We celebrate long service through work anniversary rewards:

Work anniversary rewards

2 years - An increase to 26 days annual leave going forward (plus bank holidays).



10 years - Handmade bowl made by John Lockhart and an increase to 27 days annual leave going forward (plus bank holidays).

15 years - An increase to 28 days annual leave going forward (plus bank holidays).

20 years - One month paid sabbatical.

NICHOLSONS

Benefits

