



NICHOLSONS

Employee Benefits



Holiday Houses

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



Health and Wellbeing Benefits

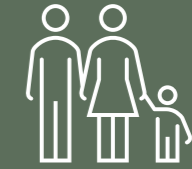
- Sick leave: We offer up to one week of paid sick leave per rolling twelve months.
- Annual leave: 26 days from day one, plus bank holidays (34 days in total for a 40 hour week).
- Time Off In Lieu (TOIL): Salaried employees who work overtime or additional hours for events are encouraged to take TOIL.



Long Service Rewards

At Nicholson's, we're proud to recognise the dedication and loyalty of our team.

Our Long Service Awards celebrate colleagues who reach key milestones in their journey with us, honouring their commitment, contribution and the positive impact they've made over the years.



Family Support

In the tragic 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.



Financial Benefits

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

Bonus scheme: We reward dedication and commitment through our discretionary bonus scheme.

Enhanced pension scheme: 6% employer pension contribution.



Additional Health & Wellbeing Benefits

- Weekly fitness classes
- Occupational health
- Natwest Digital Mentor
- 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



Natwest Digital Mentor

- Online GP service, available 7 days a week, 08:00am - 22:00pm
- Face-to-face counselling at a flexible time and location, plus telephone support
- 24/7 legal helpline
- Additional resources to support your overall wellbeing, such as financial budgeting and healthy lifestyle support
- Family care solutions



Community & Social Benefits

- 2 all-employee socials per year
- We form committees to ensure that we consistently improve and innovate
- We celebrate long service through work anniversary rewards



Training Benefits

- 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 our Oxfordshire and Northamptonshire offices
- Cycle-to-work scheme
- Tusker electric vehicle scheme