

DANIEL THWAITES

COMPANY BENEFITS

PROPERTIES



Working in an environment where you can support others to provide real hospitality, can be a reward in itself. We value our team members and it's important you feel rewarded for your warm, friendly service and commitment. Therefore, we have the following range of benefits for you to take advantage of, over and above your normal rate of pay:

EXPERIENCING DANIEL THWAITES

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
EXPERIENCE BREAK	Complimentary 2 nights stay at any of our Hotels and Inns. <i>(Subject to availability).</i>	Team members receive this annually after 5 years' service. <i>To book see further information on the My Daniel Thwaites Hub</i>
DISCOUNT ROOM RATE	£65 B&B per room, per night at any of our Hotels and Inns (excluding Langdale Chase). Langdale Chase: £150 B&B All above is based on 2 sharing and subject to availability	Team members are eligible after completing their probation. <i>To book, see further information on the My Daniel Thwaites Hub</i>
FOOD & DRINK DISCOUNT IN PROPERTY	Team members can purchase food and drink at a discounted rate across our Hotels & Inns.	Team members receive 33% discount off food and beverage at all Inns/Hotels (excluding Langdale Chase) Food & Beverage discount at Langdale Chase is 50%
FRIENDS AND FAMILY BED AND BREAKFAST RATE	£100 B&B per room, per night at any of our Hotels and Inns (excluding Langdale Chase) Langdale Chase: £200 B&B All above is based on 2 sharing and subject to availability	Team members eligible after completing their probation. Family members and friends can use discounted rates to enjoy a stay in our properties – visit www.danielthwaites.co.uk to choose a property. Contact the Hotel or Inn reservations team by either phone or email and quote family & friends discount. <i>For further Information see My Daniel Thwaites Hub</i>
MEALS ON DUTY	Free meals on duty, subject to Manager authorisation.	Team members can receive free meals (<i>breakfast, lunch or dinner</i>) providing they work more than 6 hours per day or as agreed with their Line Manager.

LOOKING AFTER YOUR HEALTH

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
SPA TREATMENTS	Team members are able to use Hotel Spa's for treatments at a discounted rate <i>(Subject to availability).</i>	Team members are eligible after successful completion of their probation.
SPA FACILITIES	Team members are able to use Spa facilities for free <i>(Subject to availability).</i>	Team members are eligible from their start date.
USE OF OUR HOTEL PROPERTY GYMS	Team members are able to use the gym facilities for free <i>(Subject to availability).</i>	Team members are eligible from their start date.
CYCLE TO WORK SCHEME	Salary sacrifice scheme to buy a bike. Team member makes savings on Tax and NI.	Team members can apply after successfully completing probation. <i>(Minimum wage restrictions apply).</i>

CELEBRATING WITH YOU

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
SERVICE AWARDS	A generous benefit to celebrate team member career milestones.	Awarded from 3 years continuous service. <i>Full details of this benefit are available on the My Daniel Thwaites Hub</i>

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SUPPORT & WELLNESS

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
ENHANCED MATERNITY PAY	Full pay for the first 12 weeks of maternity leave; an enhanced benefit for you.	Based on team member qualifying for Statutory Maternity Pay.
ENHANCED PATERNITY PAY	One week of Statutory Paternity Pay enhanced to full rate.	Based on team member qualifying for Statutory Paternity Pay.
COMPANY SICK PAY	Team members receive Company sick pay.	Hourly Paid team members are eligible for: <ul style="list-style-type: none"> • 2 weeks full pay between 2 and 5 years' service • 4 weeks full pay & 4 weeks half pay after 5 years' service Salaried team members are eligible after 12 months service for: <ul style="list-style-type: none"> • 13 weeks full pay followed by 13 weeks half pay
HEALTH SHIELD ADVICE LINE	Free confidential helpline which can cover personal or work-related issues such as, financial, divorce, death, stress, etc.	Team members are eligible from their start date.
FREE PARKING	Free parking for team members. (Subject to availability and location).	Team members receive this benefit from their start date.
HOLIDAYS	28 days per year rising to 33 days (based on a 5 day week) including all bank holidays. For the avoidance of doubt all Bank Holidays are considered normal working days.	Team members receive the increase after 5 years' service. Team members who work part time are calculated based on their days and pro rata.

FINANCIAL PERKS

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
HEALTH SHIELD CASH PLAN	Ability to claim back a proportion of everyday health expenses, such as prescriptions, dental, optical and physiotherapy. Includes access to high street discounts.	Hourly Paid team members are eligible after 2 years' service. Salaried team members are eligible from start date.
U REFER SCHEME	Team members receive money as a thank you if we gain a new tenant for our pubs or offer a position to a team member who they have recommended.	Team members are eligible to receive this benefit from their start date. (See U-refer policy on My Daniel Thwaites Hub for full details).
LIFE ASSURANCE	1x annual salary to team members chosen beneficiary should they pass away whilst employed.	Team members receive this benefit after successful completion of their probation.
WAGESTREAM	A free financial wellness app which allows you access to stream your earned wages, access discounts, save for the future and improve financial awareness.	Team members are eligible from their start date.
TIPS	Pay-out of 100% of tips received to our team members	Subject to eligibility
PENSION	Access to a contributory pension scheme to enable you to save for your retirement, with a company contribution of 3%.	Team members are enrolled after 3 months service.