

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:

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	Company Sick pay when you are ill.	Team members are eligible after qualifying service. <i>(For details refer to contract).</i>
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. <i>(Subject to availability and location).</i>	Team members receive this benefit from their start date.
HOLIDAYS	28 days per year rising to 33 days <i>(based on a 5 day week)</i> 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. Via Breeze App	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. <i>(See U-refer policy on My Thwaites Hub for full details).</i>
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.
STREAM	A financial wellness app which allows you access to stream your earned wages, access discounts, save for the future and improve financial awareness. Also access a range of retail discounts.	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.