

COMPANY BENEFITS HEAD OFFICE



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 away at any of our Hotels and Inns. <i>(Subject to availability)</i> .	Team members receive this annually after 5 years' service.
DISCOUNT ROOM RATE	£25 per person per night at any of our Hotels and Inns. (Based on 2 sharing, subject to availability)	Team members are eligible after completing their probation.
DRINKS DISCOUNT SCHEME	Team members are able to purchase beer, wine or spirits at a discounted rate.	Team members are eligible after successful completion of their probation via the Customer Contact team.
FOOD & DRINK DISCOUNT IN PROPERTY	Team members can purchase food and drink at a discounted rate across our Hotels & Inns.	Hotels: Food discount of 50% Drink discount of 25% Inns: Food & Drink discount of 25%
FRIENDS AND FAMILY BED AND BREAKFAST RATE	£75 B&B – Hotels £50 B&B – Inns	Hourly paid and salaried team members after completing their probation. Family members and friends can use these discounted rates to enjoy a stay in our properties – visit www.houseofdanielthwaites.co.uk to choose a property. Contact the Hotel or Inns reservations team by either phone or email quoting the code HODTF&F20 <i>(Subject to availability)</i> .

LOOKING AFTER YOUR HEALTH

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.	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.	Hourly paid and salaried 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.	All team members can apply after successfully completing probation. <i>(Minimum wage restrictions apply)</i> .

FINANCIAL PERKS

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 for full details)</i> .
LIFE ASSURANCE	1x annual salary to the team members chosen beneficiary should they pass away whilst employed.	Team members are eligible after successful completion of their probation.
WAGESTREAM	A free financial wellness app which allows you access to stream your earned wages, save for the future and improve financial awareness.	Team members are eligible from their start date.



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SUPPORT & WELLNESS

BENEFIT	BENEFIT OVERVIEW	ELIGIBILITY
ENHANCED MATERNITY PAY	Full pay for the first 6 weeks of maternity leave; an enhanced benefit for you	Based on team member qualifying for Statutory Maternity Pay.
COMPANY SICK PAY	Sick pay for up to 26 weeks.	Team members are eligible after 12 months service to 13 weeks full pay and 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 at work etc.	All team members 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	30 days per year plus the bank holidays listed below: Team members are entitled to 3 Bank Holidays per year <i>(25, 26 December and 1 January)</i> . For the avoidance of doubt all other Bank Holidays are normal working days.	Team members who work part time are calculated based on their days and pro rata.
HEALTH SHIELD	Health Cash plan scheme for everyday health such as prescriptions, dental, optical, physiotherapy. Free confidential helpline which can cover personal or work-related issues such as, financial, divorce, death, stress at work etc.	Team members are eligible from start date.

CELEBRATING WITH YOU

SERVICE AWARDS	A generous benefit to celebrate team member career milestones.	Awarded from 3 years continuous service.
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