



COMPANY BENEFITS PROPERTIES

Working in an environment where you can provide real hospitality, bringing happiness to others in beautiful surroundings, 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>	Hourly paid and salaried team members receive this annually after 5 years' service.
DISCOUNT ROOM RATE	£25 per person per night at any of our Hotels and Inns. <i>(Based on 2 sharing, subject to availability).</i>	Hourly paid and salaried team members are eligible after successful completion of 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	Team members can purchase food and drink at a discounted rate across our Hotels & Inns.	Hourly paid and salaried team members are eligible after successful completion of probation: 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>
MEALS ON DUTY	Free meals on duty, subject to Manager authorising.	All 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

SPA TREATMENTS	Team members are able to use Hotel Spa's for treatments at a discounted rate <i>(Subject to availability).</i>	Hourly paid and salaried team members are eligible after completing their probation.
SPA FACILITIES	Team members are able to use Spa facilities for free.	Hourly paid and salaried 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.	Hourly paid and salaried team members can apply after successfully completing probation. <i>(Minimum wage restrictions apply).</i>

CELEBRATING WITH YOU

SERVICE AWARDS	A generous benefit to celebrate team member career milestones.	Awarded from 3 years continuous service.
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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.	Hourly paid and salaried team members are eligible to receive this money 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.	Hourly paid and salaried team members receive this benefit after successful completion of their probation.
TIPS	For those who are eligible, we pay out 100% of tips to our team members	
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.

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	Team member receives sick pay in full.	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 for: <ul style="list-style-type: none"> • 13 weeks full pay & 13 weeks half pay after 12 months service
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>	Hourly paid and salaried 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.	Hourly paid and salaried team members receive the increase after 5 years' service. Team members who work part time are calculated based on their days and pro rata.
HEALTH SHIELD CASH PLAN SCHEME	Ability to claim back a proportion of everyday health expenses, such as prescriptions, dental, optical, physiotherapy.	Hourly Paid team members are eligible after 5 years' service. Salaried team members are eligible from start date.