



# Employee Benefits

Speller Metcalfe offers a wide range of benefits to those who join our team (permanent staff).



**Annual holiday**  
27 days (+ bank holidays)



**Professional memberships**  
1 per year



**Health & wellbeing**  
Annual flu jabs and Annual PSA tests.



**Cycle to Work scheme**  
Available to all employees, saving 32-42% on a bike and accessories. No upper limit.



**Cash Plan**  
All employees offered Level 1 membership, with the option to upgrade at your own cost.



**Recruitment referral**  
£500 recruitment referral for a permanent hire following completion of probationary period.



**Private medical insurance\***  
Choose from single, couple or family cover  
*\*Via salary sacrifice scheme*



**Death in Service**  
4 x basic salary.



**Company car scheme**  
Personal lease scheme with company benefits (hybrid and electric vehicles only).



**Car allowance**  
(For specific job roles)

## Maternity leave



See table. Employees receive a 'return to work' bonus of one month's salary, eligible after 6 months following their return to work.

**Paternity leave**  
2 weeks full pay

|                               | 90% pay | 50% pay | SMP    | Total  |
|-------------------------------|---------|---------|--------|--------|
| Under 2 yrs service           | 6 wks   | 0 wks   | 33 wks | 39 wks |
| Over 2 yrs continuous service | 12 wks  | 6 wks   | 21 wks | 39 wks |