



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
*At your own cost



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