Benefits at FEC

At FEC, we're committed to supporting our employees—not just in the amazing work they do but also in their everyday lives. FEC is always looking for opportunities to enhance the package, balancing it against the cost of delivering it.

Benefits as an FEC employee:

- **Generous Annual Leave** – 25 days increasing to 28 days after 9 years of service, plus Bank Holidays
- **Extra Time Off** – We grant three days' leave between Christmas & New Year
- **Birthday Leave** – Because you deserve to celebrate! And you can take your leave day a week either side of your special day.
- **Health Plan** – Cover for you and your dependents through Simply Health
- **24/7 Employee Assistance Program** – Support through Health Assured & Simply Health for a wide range of needs.
- **Pension Contributions** – 4% employer contribution to match your contribution and help you plan for the future.
- **Death in Service** – 2x your gross salary to support your loved ones if the unexpected happens
- **Will Writing Service** – Free support to plan ahead
- **Eye Test Expenses** – Claim back the cost of your eye test and your DVU glasses
- **Cycle to Work Scheme** – Save money while staying active
- **Exclusive Discounts** – Access offers at Charity Worker Discounts and via Simply Health
- **Flexible Core Hours** – Supporting your work-life balance