



Strengthening Our Communities

# Staff Benefits



**Pay Schemes**  
Eligible sick pay after 12 months service.  
Enhanced maternity / paternity pay



**Pension Scheme**  
Staff automatically enrolled in which the company contributes 3%



**Medicash**  
You can reclaim the costs of everyday healthcare. Saltbox will pay for level 2 on Medicash Cash Plan



**Annual Leave**  
Starting at 32 days per annum (including Bank Holidays), increasing with length of service + a day off for your birthday!



**Learning & Development**  
Annual performance discussions along with fantastic training and development opportunities



**UNUM Life Assurance**  
Life Assurance (2x basic salary) to be paid to nominated beneficiary (*upon completion of probation*)



**Salary Exchange & Cycle to Work Schemes**  
Offered through a salary sacrifice scheme



**Free Parking**  
Free parking available for staff who are fully office based



**UNUM Counselling & Helpline**  
Free 24-hr confidential telephone helpline, providing support with a wide range of issues



**Paid Uniform / DBS**  
Paid for uniform and DBS for applicable roles



**Wellbeing and Discounts**  
Wellbeing, Coaching and Discount schemes through UNUM and Medicash



**Hybrid Working**  
Hybrid working, including home or office based / mixed for applicable roles