



**EASTSUFFOLK
SERVICES**



Employee Benefits

At East Suffolk Services, we truly value our employees. We understand that the backbone of any company's success will always be its people and that our continued success depends on recognising talented individuals, supporting their development, and retaining them within our organisation. That's why we are committed to making East Suffolk Services a great place to work.

In addition to your salary, we offer a range of benefits designed to support your wellbeing, growth, and work-life balance. These include:

Life insurance

We believe strongly in looking after our people. That is why we have introduced life insurance, as part of our comprehensive Employee Assistance Programme (EAP).

Life insurance provides a cash pay-out to your family in the event of your death. It is a financial safety net that protects your family if the worst happens.

Whilst in employment at ESSL, you will be covered for two-times your basic salary up to state pension age.





Medical



With our EAP provided by Canda Life, you also get access to a host of well-being services including WeCare. WeCare provides 24/7 access to UK-based GPs online. Using your phone, tablet or desktop, you can speak to a doctor online, getting confidential advice and even private prescriptions (costs apply). WeCare also provides up to ten mental health counselling sessions with a qualified psychologist and access to a tailored get-fit programme, and nutritionist advice, delivered by fitness experts.

Please note the above services below are non-contractual benefits provided through Canada Life and can be altered or withdrawn at any time.



Health and Wellbeing



We are committed to supporting the health and wellbeing of our employees. We offer a range of initiatives to promote wellbeing, including providing access to trained mental health first-aiders, fitness events and a free, 24/7 confidential Employee Assistance Programme (EAP) offering counselling and support. We also offer education and guidance on other topics such as financial wellbeing.

Annual Leave

Employees receive a minimum of 24 days leave per year and can receive up to 27 days, depending on the individual's length of service. Annual leave and public holidays are calculated for part-time employees, job sharers and temporary employees on a pro-rata basis, according to the number of hours worked per week.



Maternity, Paternity and Parental Leave

Our generous maternity, paternity and parental leave allowances exceed the statutory minimum.





Pension

We offer a salary exchange pension arrangement through our award-winning provider Royal London. Your contributions are taken from your salary before tax, so you do not pay any tax on your contributions. These tax savings mean that it costs you less to save for your future. With Royal London you pay a 5% employee contribution (with ESSL matching with a 5% employers' contribution). However, you can choose to increase your contributions to either 6% or 7%, with the company committing to matching your percentage rate. The opportunity to change your pension contribution rate is available for you to sign up to at any point for implementation on the next 1 April!



Employee Discount

As an East Suffolk Services employee, you will have access to a wide range of special offers and discounts on everyday spending and leisure activities. The scheme includes discounts on travel bookings, high street vouchers, gift cards, cinema tickets, days out, leisure activities, grocery shopping and more. There is something for everyone and 1000's of ways to save whether you like to shop in store or online.



Car Scheme

A car benefit scheme is available to qualifying employees, where you get to offset some of your salary before it gets taxed in exchange for a brand-new car.

Your fixed monthly amount covers insurance, road tax, replacement tyres, breakdown cover, servicing, MOT and maintenance. There is no deposit required and no checks on your credit history either.



Flexible Working

We offer a variety of flexible working options to help employees maintain a healthy work-life balance. These arrangements provide greater flexibility in how, when, and where you work — supporting both the needs of the business and your individual circumstances.





Breakfast Bits

We understand that sometimes life gets busy, and meals can be missed. That is why we provide cereals, bread, and spreads — so you can easily grab a quick and nourishing snack whenever you need to power through.



All PPE Provided

Your safety is our top priority. We provide all necessary Personal Protective Equipment (PPE) at no cost to our employees, ensuring you have the right gear to work safely and confidently. From day one, you will be fully equipped with the tools you need to protect yourself on the job.



Tech Scheme

Eligible employees can take advantage of our Tech Benefit Scheme, allowing you to spread the cost of new technology over 36 months with no upfront payment. The scheme also offers potential savings of up to 12% on National Insurance, and your chosen items can be delivered straight to your door with no upfront costs.



Cycle Scheme

A cycle to work scheme is in place and gives employees the ability to purchase a tax-free bicycle on a government approved scheme, entitling you to savings of up to 32% on the price you would otherwise pay.



www.eastsuffolkservices.co.uk



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