

**Benefits and Rewards at Cega Group - Funtington site**

In addition to your basic pay from CEGA, as an employee you are entitled to:

* **Free on-site parking**
* **Free minibus transport** between set pick up points in Chichester and our site in Funtington, a benefit worth over £900 per year.
* **Free use of on-site gymnasium -** (£10 induction required), tennis court, pool table and table tennis, worth around £570 per year.
* **Local discounts - 10%\* discount at the Fox & Hounds public house, Funtington; 10%\* discount at The Thai House, Chichester.** (Please show your CEGA identity pass to qualify for the discount. Discounts quoted are correct at time of publication and may be changed by the restaurant at any time.)
* **Eye care vouchers** – a free eye testworth up to £25, plus a £45 voucher towards new glasses if required for VDU use.
* **Incremental Holiday -** Increasing with length of service from 28 days to 38 days, including Bank Holidays.
* **Annual performance bonus** dependent on company performance and achieving personal objectives.
* **Incremental salary scales** for eligible roles reflecting your personal performance and progression in your role.
* **Contributory pension scheme -** after 3 months’ service, you are eligible to join the company Aegon pension scheme. Subject to you making a minimum contribution, the company makes an additional contribution, increasing your pension at no extra cost to you. Should you not wish to join the Aegon pension scheme you will be automatically enrolled in the NEST (National Employee Savings Trust).
* **Death In Service Benefit** - Membership of the Aegon pension scheme also entitles you to Death in Service benefit. This means if you should die whilst an employee of CEGA, your dependants will receive four times your annual salary as a lump-sum payment. The company pays an annual insurance premium for the death in service benefit, which on average is £225 per scheme member.
* **Holiday Travel Insurance** - After 1 years’ service, you are eligible to receive free annual travel insurance (currently with Chubb and excludes UK travel; terms and conditions apply), for yourself, your partner and accompanying children. Worth £53 per year.
* **Staff canteen** - free tea and coffee available throughout the day with free internet access points for personal use during breaks.
* **Childcare Vouchers - Paid** directly from your salary, enabling you to save up to £933\* per parent per year through reduced tax and National Insurance contributions (\*amount saved depends on level of earnings, value of vouchers purchased etc.)
* **Cycle to Work Scheme** - Cycles and cycling gear available tax free by monthly salary deduction.
* **Staff Incentive Payment -** Recommend a candidate who successfully completes their 6-month probationary period and receive a one-off bonus of £750 (subject to tax and NI)
* **Discounted Events -** Organised by the Social Club, for membership of just £2 per month with matched contributions from the Company. For example: regular pub quizzes with food and first drink included for only £2 for members, £5 for family and friends. Members’ £2 is refunded on the night, which means your food and drink is free!
* **Charles Taylor Perks at Work Scheme** - The scheme is an exclusive shopping platform allowing you to save money online, in-store and via your mobile.  So whether you’re buying food, updating your wardrobe or planning a trip, there are exclusive savings or WOWPoints available on almost all brands, including Apple & John Lewis.
* **Medical defence insurance cover** - if you are an office based doctor or flight doctor there isno requirement to provide your own insurance for Cega work.
* **Employee Assistance Programme** - The Employee Assistance Programme (EAP) is a 24/7 support mechanism and provides practical advice and support which is fully confidential.

The employee will have access to a variety of topics including, mental wellbeing, health, life, money and family.