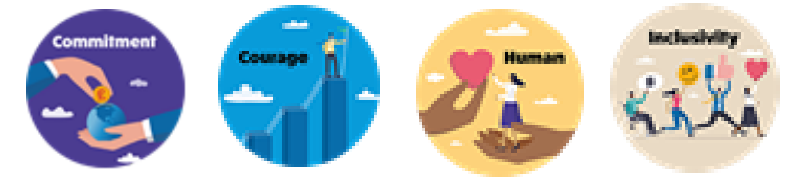




www.britsafe.org
www.matesinmind.org

Our Benefits

A guide to colleagues benefits at the British Safety Council UK



Health Cash Plan - Medicash

All colleagues receive Level 1 Medicash cover, fully funded by the British Safety Council. This provides cashback towards everyday health costs:

- Dental £75 (routine) / £300 (accident) & Optical £75
- Therapies (physio, osteopathy, acupuncture, sports massage, chiropractic) £200
- Alternative therapies (reflexology, reiki, homeopathy, allergy testing, etc.) £75
- Prescriptions & vaccinations £20
- Health screening £100
- Specialist consultations & scans £300

Through the My Medicash App, colleagues also have access to a Virtual GP, counselling and menopause support, Eargym hearing checks, SkinVision, HealthLens, discounts and more. Colleagues can upgrade to higher cover, add a partner (extra cost), and include up to four children free of charge.

Please note: this is a taxable benefit, which means it will affect your tax.

Dental Insurance - BUPA

Individual cover is provided via BUPA (Level 5 – worldwide cover) after successful completion of probation. This includes generous allowances towards check-ups, treatments, dentures, fillings, crowns, implants, and more, with the highest level of support across all treatment types.

Colleagues can add family members (at cost, through payroll deductions). For further details on allowances and what's included, [please visit here](#).

Please note: this is a taxable benefit, which means it will affect your tax.

Private Medical Insurance - AXA

Individual cover is provided by AXA Health after successful completion of probation. This offers a broad range of support, including inpatient and outpatient care, operations, and other medical treatments, as well as claims towards optical and dental costs. Colleagues can also access GP consultations via Doctor Care Anywhere (0330 088 4980). Family members may be added at a cost through payroll deductions.

Please note: this is a taxable benefit, which means it will affect your tax code, and it does not cover pre-existing conditions. For further details on allowances and what's included, [please visit here](#).

Employee Assistance Programme (EAP)

Our EAP, provided through Medicash, offers confidential 24/7 support to help with life's challenges, at work or home.

Colleagues can access:

- **Qualified counsellors, with up to 8 counselling sessions per issue**
- **Specialist menopause support service**
- **Financial wellbeing and debt advice**
- **Digital wellbeing tools, CBT resources, podcasts and community support via the Your Care platform**

Call 0345 565 1851 or use the My Medicash App for support at any time.

Pension Scheme - AVIVA

We operate an automatic enrolment pension scheme. Subject to you meeting the eligibility requirements of the scheme for auto-enrolment, you will be automatically enrolled in the pension scheme three months after commencing your employment.

Contributions are based on basic pay as follows:

Employee	Employer
3%	5%

Colleagues can increase their contribution; the minimum contribution is 3%.

Eye Care

All colleagues are entitled to £25 towards eye tests and £50 towards glasses, available from day one of joining. Claims should be submitted through the expenses process by sending your claim to HR.

If you are an AXA Health member, you are not eligible to claim via expenses, as eye care costs can be reclaimed directly through AXA.

Charity Day

Colleagues can take one paid day off each year to volunteer for a charity of their choice. Requests must be submitted in writing with a confirmation letter from the charity, giving at least 6 weeks' notice, and are subject to line manager approval.

Holiday Entitlement

All colleagues are entitled to 25 days' holiday per year and eight bank holidays. Three days will be reserved from this allowance for the Christmas and New Year office closure.

For part-time colleagues, holiday is pro-rated. For every three years of service, an additional day will be added, up to a maximum of 30 days per year.

Buying and Selling of Annual Leave

Colleagues can choose to buy or sell up to 5 days of annual leave each year (pro-rated for part-time staff), provided entitlement does not exceed 30 days or fall below 20 days.

Requests must be submitted via the holiday buy/sell form in PeopleHR and approved by your line manager. Forms should be submitted by 30 September each year.

Professional Memberships & Accreditations

After successful completion of probation, the organisation will fund or reimburse professional memberships and accreditations where they are relevant to your role. This includes:

- Subscriptions to professional bodies (claimed via the expenses process)
- Training or renewals required to maintain professional qualifications

All claims are subject to approval.

Family Friendly Leave

Colleagues with 21 months' continuous service at the expected week of childbirth are entitled to 18 weeks' full maternity, shared parental, or adoption pay. Colleagues with under 12 months' service will receive 6 weeks' full pay, followed by statutory maternity pay.

Paternity leave entitlement is two weeks' full pay. Please refer to the Family Friendly Policy for full eligibility details.

Referral Incentive

Employees will receive a financial reward if they introduce a new employee to the business.

Permanent employees:

- £350 on commencement of the new employee
- £350 after successful completion of the six-month probationary period.

Associate employee:

- £350 after the associate has worked regularly for the business for six months.

Eligibility excludes the executive/senior management team.

Life Assurance

This benefit is in place from day one of your employment and provides a death-in-service benefit of four times your basic salary. Expression of wish forms, which indicate the beneficiary, should be kept up-to-date and will be retained in your personal file.

Cycle to Work Scheme

Available after successful completion of probation, this scheme allows colleagues to purchase a bicycle through a tax-free salary sacrifice arrangement (hire purchase with an option to buy after 12 months). To qualify, colleagues must confirm that at least 50% of the bike's use is for commuting to work.

The scheme can be accessed via www.salary-extras.co.uk. On first login, select 'new user', enter the company username **britishbikes**, click register now, and use the generic password **benefits**.

Sick Pay

- During probation: up to 3 days' paid sick leave
- 6 months – 1 year's service: up to 7 days' full pay
- 1 – 3 years' service: up to 30 days' full pay and 30 days' half pay
- 3+ years' service: up to 90 days' full pay and 90 days' half pay

Full details of the scheme can be found in the Staff Handbook.

Social Events

The social committee arranges various events throughout the year. Typical events include the Spring, Summer, and Christmas Conferences and parties. Attendance is mandatory for all colleagues.

More details on our benefits can be found in Safebook. All benefits are subject to the terms and conditions set out in the Staff Handbook and may be amended, updated, or withdrawn from time to time at the organisation's discretion.

