

Main Terms of Benefits & Reward

Beverage Vending Machines

- Free of charge to all staff

BUPA Cash Plan

- All staff eligible following 6 months service (Covers: VDU Eye Sight Testing, Dental, Dental Injury, Optical, Therapies, Chiropody, Health Screening, Prescriptions, Consultations, scans & Diagnostic tests, Medical Appliances.)

Car Parking

- Car Parking for all staff, Parking Provisions made available at Haydock Race Course

Commendation Award (£100)

- All staff eligible for nomination on outstanding performance

Company Vehicle/Allowance

- Senior Staff (as and when agreed)

Discretionary Bonus Scheme

- Monthly bonus for Fee Earner and Paralegal staff, linked to performance, attendance and punctuality.
- Ad hoc bonus for Senior Staff at Equity Partners discretion

Flexible Start Times

- 8.00am-4.00pm | 8.30am – 4.30pm | 9.00am – 5.00pm | 9.30am – 5.30pm
- Flexi time (TOIL) system
- Part-Time working considered

Free Gym Membership

- All permanent staff eligible

Holidays

- Initial entitlement of 23 days (plus bank holidays) rising to 25 days after 3 years service.
- An additional 8 days discretionary holidays per annum (conditions apply).

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Life Insurance Cover

- All permanent staff with 6+ months service

Long Service Award

- All staff with 10+ years service (£250 vouchers for place of individual's choice)

Lunch Arrangements

- Selection of sandwiches, salads, jacket potatoes and various other hot and cold meals and snacks delivered to order onsite daily
- Fully equipped kitchen areas with cutlery, microwaves, kettles and vending machines for all staff use

New Parent

- Baby Goody Box (gift of useful essentials delivered to new parents home)

Overtime

- Junior admin/support staff eligible (subject to Terms and Conditions @ 1.5)
- All other staff at Partner discretion

Private Medical Insurance

- Fee Earners and Managers only (BUPA General Scheme)
- BUPA Cash Plan Health Service available to all staff (which incorporates VDU eye sight testing).

Professional Memberships

- Relevant subscription fees paid for by the Firm

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Recommendation Incentives

- For successfully introducing a Fee Earner to the Firm (£1000) - Conditions apply

Sick Pay (Full Pay)

- All staff eligible (according to terms and conditions of Contract of Employment)

Special Considerations

- Agreement to leave work early to participate in agreed weekly sporting events

Special Leave (Paid)

- All staff eligible – dependent upon reason and subject to conditions (service and attendance history)

Sponsored Development

- Up to 75% of course fees per annum in addition to subscription, membership and exam fees paid for by the Firm (as per Terms and Conditions)
- Any staff studying a relevant qualification with 12+ months service eligible to apply

Workplace Pension Scheme

- Available to all staff

Subsistence Allowance

- Meal allowance paid when working away from home on the Firm's business (Terms and Conditions apply)
- Transport and Accommodation costs paid (Terms and Conditions apply)

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Time of in Lieu (TOIL)

- Up to 2 days per annum (none Fee Earning staff) Terms and Conditions apply

Training Courses

- Internal and external training provided

Unpaid Leave

- All staff eligible for consideration

Flexitime

- Most staff are eligible (Terms & Conditions apply)