



Benefits of Working at Ellacotts



Salaries

We aim to ensure that the salaries that we pay are extremely competitive. We regularly review and update our salaries using externally prepared benchmarking information.



Pension

We have auto enrolled and offer the standard employer and employee contribution from your first day. We also provide a personal pension plan (currently 5% employer's contribution) to managers from day one and to other employees once they have satisfactorily completed 1 year's service and their relevant training contract.



Vitality Healthcare

We provide Vitality private medical cover to employees who have satisfactorily completed 1 year's service and their relevant training contract. Managers receive this benefit straight away. This is a single person policy but family can be added for a small cost, also not eligible employees can pay for cover at reduced cost.

The plan has lots of other benefits, including free coffee, cinema tickets, Amazon Prime and discounted Apple watches.



Medical Cash Plan

As well as private medical cover, we offer a cash plan which allows employees to claim cash back on certain medical expenses such as dental, optical and other minor claims. This is available to employees who have completed 1 year's service and their relevant training contract and to managers from day one.



Holidays

You will receive 23 days holiday (22 for trainees, 28 for managers) plus Bank Holidays during each holiday year from 1 April to 31 March. You can buy or sell up to three days each year and additional holiday can be earned through length of service up to a maximum total of 26 days.



Death in Service

From your first day, if you die while you an employee of the Firm, a lump sum of three times your annual basic salary will be payable to your nominated beneficiary or beneficiaries.



Flexible Working Hours

In order to enable our staff to have a good work life balance, we have a flexible working policy called Flex E. For most roles, as long as you are contactable and work a minimum of 5 hours during office hours, you can choose when you work the rest of your day to suit you.

We also provide **all staff with a laptop** so you can work remotely if you don't need to be in the office.

Rather than having a strict dress policy, we encourage staff to dress for their day when in the office.



Voluntary Benefits

We currently offer an array of voluntary additional benefits:

- **Electric Cars** via salary sacrifice
- **Employee Assistance Plan** (confidential counselling and advice and wellbeing site)
- **Cycle to Work Scheme**
- **Online Employee benefits portal**

The benefits we offer are under regular review to ensure we provide our people with the best benefits we can.



Overtime

All staff below manager level can earn overtime either through Time Off In Lieu (TOIL) or paid overtime.



Enhanced Maternity

We offer an enhanced maternity package including additional maternity pay and an allowance to soften the impact of childcare upon your return.



Our Culture

We couldn't do what we do without our people, which is why we reward them with excellent additional perks, such as regular company socials and Firm Away Days, which will let you switch off from work and get to know your colleagues better.



Charity

We have our own charitable trust and organise fundraising activities including Wolf Runs, climbing mountains, cycling across the country, bake sales, sweepstakes etc. To raise money for a "charity of the year". We will also **match fund** personal charitable activities too.

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