














# SPANA STAFF BENEFITS

We offer competitive salaries and an attractive package of benefits, designed to support the health and wellbeing of everyone who works at SPANA. We know there's more to work than targets and being behind a screen that's why we're committed to creating a mentally healthy workplace for everyone. Because we all achieve more together when we're happy and healthy.

## What we offer

<p style="text-align: center;"><b>Salary</b></p> <p>We offer competitive salaries for your skills and expertise.</p>  <p>Along with performance reviews, we aim to review salaries on an annual basis.</p>	<p style="text-align: center;"><b>Working Hours</b></p> <p>We believe a healthy work life balance is essential for all, that's why we have a flexible approach to our working environment.</p> 	<p style="text-align: center;"><b>Annual Leave</b></p> <p>All SPANA employees receive 26 days holiday plus 8 bank holidays.</p> <p>SPANA also offers accrual of holidays, with one additional day after two full years of service to a max of 4 additional days.</p> 
<p style="text-align: center;"><b>Pension</b></p> <p>We offer a group personal pension plan. You will be automatically enrolled into our pension scheme after three months with SPANA contributing 10%.</p> 	<p style="text-align: center;"><b>Training and Development</b></p> <p>We are committed to the professional development of our staff, that's why we invest in training and development for each and every employee to give them the best opportunities in their career.</p> 	<p style="text-align: center;"><b>Medical Cash Plan</b></p> <p>As an employee at SPANA you will be entitled to join our medical cash plan, giving you quick and easy access to high quality healthcare.</p> 
<p style="text-align: center;"><b>Gym Membership Discount</b></p> <p>We encourage all staff to live a happy, healthy life. We have discounted rates included with our cash plan providers, to help you keep fit!</p> 	<p style="text-align: center;"><b>Occupational Sick Pay</b></p> <p>We have enhanced sick pay, to put your mind at ease for when you're not feeling 100%.</p> 	<p style="text-align: center;"><b>Life Assurance</b></p> <p>Should the worst happen, life assurance will give your loved ones some peace of mind with nominated individuals receiving a pay out should you die in service.</p> 



<p><b>Employee Assistance Programme</b></p> <p>The wellbeing of all our staff is of the utmost importance to us, that's why we provide 24 hour access to our Employee Assistance Programme to help with all matters from Financial to Legal advice.</p> 	<p><b>Cycle to Work Scheme</b></p>  <p>The scheme allows employees to spend on bikes and equipment, tax-free.</p>	<p><b>Eye Care</b></p>  <p>Eye care, inclusive of eye tests and contributions to glasses are included in our cash plan scheme.</p>
<p><b>Social Fund</b></p>  <p>SPANA provides a Social Fund to run a number of social events throughout the year.</p>	<p><b>Volunteer Day</b></p> <p>We want to support the charitable sector, that's why all SPANA staff are entitled to 1 paid volunteering day a year. Allowing them to spend time on a cause close to their heart.</p> 	<p><b>Tech Scheme</b></p> <p>The scheme allows employees to spread the cost and save on the latest tech.</p> 
<p><b>Enhanced Maternity, Paternity &amp; Shared Parental Pay</b></p>  <p>It's an exciting time when you're welcoming a new family member into the world, that's why we offer enhanced pay to help you cover everything you need.</p>	<p><b>Property Rental Scheme</b></p> <p>We know it can be difficult to find somewhere perfect to live, that's why we've partnered with local estate agents to find you the right home at a reduced rate.</p> 	<p><b>Employee Recommendation Scheme</b></p> <p>Current SPANA staff who successfully recommend a new employee will be rewarded with a gift voucher.</p> 
<p><b>Travel Insurance</b></p>  <p>All staff will have access to our travel insurance scheme, for travelling abroad for work.</p>	<p><b>Season Ticket Loan</b></p> <p>Travel can be expensive that's why we help you spread the cost through our season ticket loan scheme in twelve equal monthly instalments.</p> 	