

Employee Benefits Package



Annual Leave

All employees receive a minimum annual holiday entitlement of 27 days (pro-rata for part-time employees) plus 8 public holidays. Annual leave entitlement increases with service up to a maximum of 30 days.

Flexible Holidays Scheme

In addition to the annual leave offered by Cranstoun, employees are able to make different choices each year about their contractual holiday entitlement to suit their different lifestyles. The Flexible Holidays scheme allows qualifying employees to either 'buy' or 'sell' a minimum of 1 days' holiday, up to a maximum of 1 weeks' holiday in any holiday year, subject to certain conditions. Where employees buy holiday, they will be able to make tax and NI savings through the salary exchange scheme.

Other Leave

Cranstoun offers enhanced benefits over and above the statutory rates for the following types of leave:

- Maternity Leave
- Adoption Leave
- Paternity Leave
- Parental Leave
- Compassionate, Emergency & Bereavement Leave

Group Income Protection

In addition to a generous self-funded Occupational sick pay scheme, Cranstoun provides fully funded, non-contractual, Income Protection Insurance to eligible employees. The insurance cover provides for a proportion of an employee's earnings to be payable as a regular income if they are unable to attend work due to an illness or injury.

Employees are also able to utilise 'Best Doctors', which offers access to the world's leading medical specialists to provide a second opinion following a medical diagnosis.

Life Assurance Scheme

Cranstoun provide a fully funded life assurance scheme, which includes a death in service lump sum payment of 2 x annual salary to a nominated beneficiary.

Employee Assistance Programme (EAP)

Cranstoun provides a fully funded EAP scheme, which includes access to a 24-hour free and confidential telephone helpline on a range of matters, including:

- Support & Counselling (telephone and/or face to face)
- Information Services
- Financial & Debt enquiries
- Legal Information & Support
- Medical Information
- Support for Managers

Eye care Vouchers

Cranstoun has partnered with a reputable high street provider to offer a voluntary benefits scheme available to employees and their friends & families providing free eye tests and significant savings on cost of new glasses

Pension

Cranstoun offers a competitive defined contribution pension scheme to all qualifying employees which is available via salary exchange. Employee pension contributions are dependent on service and are 'matched' by Cranstoun.

Season Ticket Travel Loan

Eligible employees can apply for an interest free loan to purchase annual, or 6 monthly, travel cards for travel by public transport.

Shopping Discounts Scheme

Cranstoun provides our employees with access to an employee discounts scheme. Employees will have access to over 8,500 special offers & discounts on everyday purchases. Use the scheme to make savings on a range of purchases, from your weekly food shop to your annual holiday.

Childcare Voucher Scheme

Cranstoun allows employees to exchange part of their salary for childcare vouchers. The amount of salary that is exchanged is exempt from tax and NI, enabling staff paying for childcare to make significant savings.

Ride to Work Scheme

Cranstoun operates a ride to work scheme in order to promote healthier journeys to work, reduce environmental pollution and provide cost savings to employees. The scheme allows us to loan bicycles and safety equipment to our employees as a tax and NI free benefit through the salary exchange scheme.

Sabbatical Leave

Employees with 3 years' service or more are permitted to apply to take an unpaid period of leave of up to 6 months, with the reassurance that they can return to their substantive post.