



VEGNER GROUP

# Employee Benefits Programme

2022

## What do we give you?

Our aim is to offer a range of benefits that provide assistance, support and peace of mind, allowing you to make choices depending on your lifestyle and what's important to you.

Because we understand that you have to balance this with affordability, we have included some tax-efficient schemes. We also encourage benefits and initiatives in the workplace so that we can all act in a socially responsible way.

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## Life Assurance

£20,000 life assurance policy that guarantees that if you died, the company would pay out a cash sum. The proceeds will be passed into your estate and distributed according to the terms of your will. If there is no will, the sum will be handled according to the laws of intestacy.

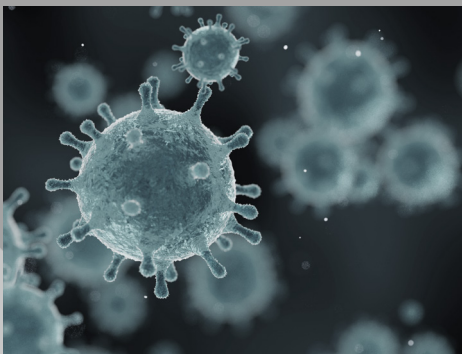


## Long Service Awards

When you hit key milestones in your career (5, 10, 15, 20-year etc), you will receive a thank you gift from us to recognize your significant milestone!

## Group Competitions

Known as 'Cheesy Tuesdays', each month you have the chance to win either individual or team competitions. Join us with Easter Egg hunts, spin the HML wheel, sweepstakes etc.



## Flu Voucher

You can apply for your free annual workplace flu jab. The Influenza vaccination is a popular benefit and provides you with duty of care.

## Enhanced Holiday

We give you an enhanced amount of annual leave at 6.6 weeks per year (pro-rated for part time employees), and on your birthday you get an extra ½ day holiday!



## Sick Pay

Vegner Group offers an enhanced level of pay through our occupational sick pay, and also has a discretionary element built into the scheme.

## Eye Care

Vegner Group provides vouchers from Specsavers to enable employees to have an eye examination at the company's expense. The Group will also pay towards your glasses if you use visual display units in your daily role.



## Memberships

We will pay your annual subscription to your professional body e.g. IRPM, AAT, CIPD, etc.



## Training

Through our Training Academy, you receive access to our online training, dedicated learning journeys and a wealth of development opportunities to further enhance your career.



## Family Friendly

The Group provides enhanced benefits to support families in times of difficulty or joy.

## Testimonials

If you receive praise from your clients or colleagues, we want to know. Each month we reward employees who have demonstrated exceptional levels of service.



## New Blocks

If you introduce new business to the Group you will be rewarded accordingly.



## Employee Assistance Programme

A 24-hour helpline from Health Assured to support you through any of life's issues or problems.

- Stress & anxiety
- Work advice
- Relationship advice
- Gambling issues
- Counselling
- Financial wellbeing
- Alcohol/drug issues
- Legal information
- Family issues
- Childcare support
- Medical information
- Consumer issues



National  
Suicide Prevention  
Alliance



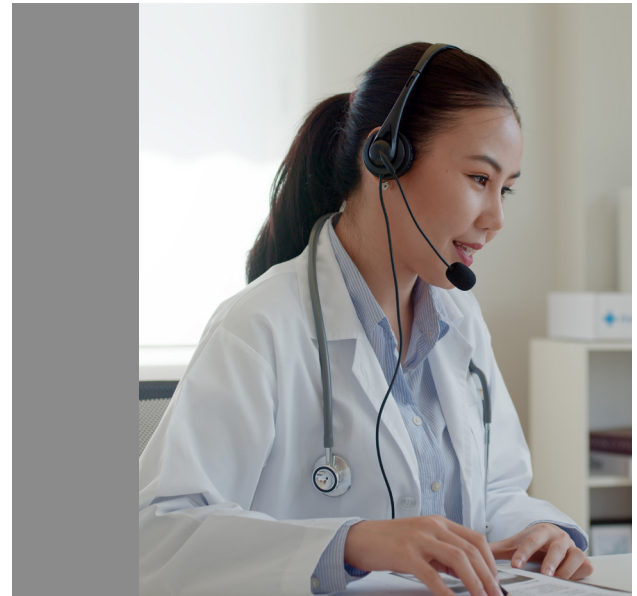
Free 24 hour confidential helpline:  
0800 716 017

## 24/7 GP Service

24/7 guaranteed worldwide telephone access to a fully qualified practicing GP.

- Online consultations provide face-to-face appointments with a GP 7 days a week, 8am-10pm excl. bank holidays
- Medical information covering health & wellness, long-term conditions, travel and more
- Private prescription service means you can have medication sent to your home or place of work

Call 0345 319 0063 to book an appointment  
[www.havensrock.gpsurgey.uk.com](http://www.havensrock.gpsurgey.uk.com)



## Perkbox

Get free perks and huge discounts on a range of big named brands!

[www.perkbox.com](http://www.perkbox.com)

App available on iPhone and Android

# You can choose...

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## Enhanced Pension

Through auto-enrolment, we provide a 'defined contribution' pension. In this type of pension, you as an employee and us as your employer each put a set amount of money into the pension account each year.

## Gym Membership

The Group will pay your full 12-month membership upfront and then collect 12 equal monthly payments from your gross salary.



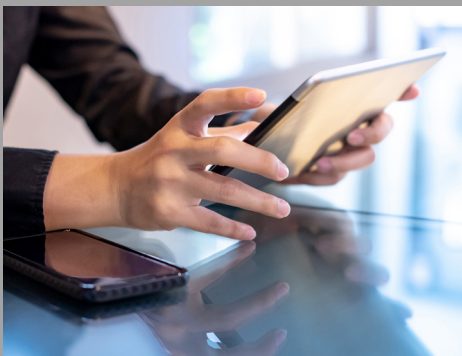
## Cycle to Work

Save up to 42% of the cost of a bicycle or accessories.



## Workplace Nursey

Save tax and National insurance on the full cost of your nursery fees which the Group will pay upfront.



## Enjoy Technology

Buy an unlocked SIM free phone from Apple, Samsung or Sony and pay for it though your salary. Or buy a new computer, laptop or tablet and pay for it though your salary.

## Green Car

This benefit incentivises you to gain access to a brand new green car of your choice, fully-maintained, serviced and insured, with no deposits or credit checks – you just need to add the fuel!



## Buy/Sell Holiday

HML allows you to buy an additional 3 days holiday or sell 3 days holiday per leave year.



## Flexible Working

We recognise the need to be flexible for our people. Our flexible working policy gives employees the opportunity to request changes to the contractual working hours and patterns.



## Learning and Development

Initiatives using our in-house learning approach which provides qualification based training in; Property Management, Business Administration, Customer Care, IT, Team Leader and Management.

## Recommend a Friend

We advertise our roles internally. We will reward you with £400 for any successful recommendations you make.



## Big Ideas

We value and appreciate that innovation comes from each and every one of us! If you have a great idea, we want to hear about it. You will be eligible for a reward if your idea is new and viable!

# Key Websites

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Below are a list of key websites that we would suggest adding to your bookmarks.



## People HR

Core HR database for holidays, expenses, employee files, etc.

[www.peoplehr.net](http://www.peoplehr.net)



## Training Academy

Online training platform for induction and onward learning journeys.

[hml.astute-elearning.com](http://hml.astute-elearning.com)



## Perkbox

Reward and recognition platform for your perks and discounts!

[hml.perkbox.com/home](http://hml.perkbox.com/home)



## Your HR Space

Your employee handbook and HR resources.

[www.yourhr.space/vegnergroup](http://www.yourhr.space/vegnergroup)



## Health Assured

Health and wellbeing platform.  
Username: HML | Password: HML

[www.healthassuredeap.co.uk](http://www.healthassuredeap.co.uk)



## 24/7 GP Surgery

Speak to a GP anytime you need.

Helpline: 0345 319 0063  
[www.havensrock.gpsurgery.uk.com](http://www.havensrock.gpsurgery.uk.com)



# Contact us



**VEGNER GROUP**

Email:

[richard.scott@vegnergroup.com](mailto:richard.scott@vegnergroup.com)

[www.vegnergroup.com](http://www.vegnergroup.com)