



L&W Summary benefits for staff 2018

L&W offer a variety of employee benefits to staff. The details depend on the exact legacy T&Cs on which an individual is employed.

However, in summary, L&W's benefits package includes the following:

- Contractual Annual leave entitlement & public holidays or Grace days (significantly above statutory minimum);
- Pension;
- Season Ticket Loan;
- Salary Advances (for exceptional circumstances);
- Occupational Sick Pay entitlement (well above statutory minimum);
- Flexible working practices / working from home;
- Reasonable adjustments for those with disabilities;
- EDS – Employee Development Scheme;
- Employee Assistance Programme (EAP) through Health Assured – Counselling; financial advice etc.
- Eye Test Support;
- Study Support for relevant Professional/Academic Qualifications;
- Occupational Maternity Leave & Pay (above statutory minimum);
- Time off for Ante-Natal appointments;
- Compassionate leave;
- Paid leave to care for a sick person;
- Time off for Trade Union duties;
- Time off for Public duties;
- Childcare Vouchers or Financial Childcare support;
- Cycle to Work Scheme;
- Paternity Pay;
- Redundancy Pay.

L&W is always happy to consider any additional suggestions for employee benefits (subject to financial impact and ease of implementation and ongoing maintenance).