BENEFITS SUMMARY

H.W. KAUFMAN GROUP

EMPLOYER FUNDED

Pension Scheme
Employer contributes 10% of pensionable salary; optional employee contributions via salary sacrifice with NI savings shared (50%). Employer funded with optional employee contributions

Private Medical Insurance
Comprehensive family cover (Medical History Disregarded basis) – Benefit in Kind tax

Health Cash Plan
Includes dental, optical, chiropody, health screening, physiotherapy, flu jabs. Employer funded up to Level 2 with optional employee contributions to increase coverage up to Level 4

Life Assurance
4x annual basic salary

Group Income Protection
75% of salary after 26 weeks' absence, up to 5 years

EMPLOYEE FUNDED

Dental Cover
Five levels of cover to choose from for you and your family

Cancer Cover
Lump sum for cancer treatment – covering lost wages, medical costs, or even dream trips. 4 levels of cover to choose from (Bronze, Silver, Gold, Platinum levels)

Holiday Buy
Up to 2 additional days

Holiday Sell
Up to 2 days' entitlement

Gym Discounts
Discounts up to 40% at 4,000+ gyms

Travel Insurance
Personal holiday cover

OTHER BENEFITS

- 28 days' annual holiday entitlement. Increases to 29 days after 3 years' service and 30 days after 5 years' service
- 3 floating days in addition to annual holiday entitlement – to be taken around bank holidays, birthdays
- Cycle to Work Scheme
- Season Ticket Loan
- Digital GP
- Employee Assistance Programme
- Mental Health Consultations
- Eye Tests
- Employee Referral Scheme