



COLLEAGUE BENEFITS

ASTER
GROUP

Here are the latest benefits available

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| <i>Car allowance or mileage:</i> | Dependent upon role (please check contract of employment). |
| <i>Cashplan:</i> | A month after joining Aster you'll be automatically enrolled into a tailored Cashplan. This includes cash back on dental, optical, prescriptions, chiropody, cancer screenings, physiotherapy, flu jabs and hospital visits, as well as access to an online virtual GP health screening in our main offices and PMI excess covered up to £250. |
| <i>Charity funding:</i> | When raising money for charity colleagues can apply for matched funding up to £200. |
| <i>Childcare vouchers:</i> | Vouchers provided via a salary sacrifice scheme to be used towards the cost of childcare inc. after school clubs and nurseries, providing savings on Income Tax or National Insurance worth up to £55 per week. |
| <i>Colleague assistance helpline:</i> | Provides colleagues and their families with free confidential support and legal advice. Available 24 hours a day, 365 days a year. |
| <i>Colleague discounts:</i> | Multiple discount codes, reloadable cards and cash-back options across high street retailers and supermarkets; a multi retailer card; up to 40% off cinema tickets; access to an online travel portal with up to 10% off package holidays; discounted gym membership for you and your family, as well as much more. |
| <i>cycle2work:</i> | Hire a bike up to the value of £1,000 for commuting to and from work. Deductions are made via a salary sacrifice scheme which attracts tax and NI savings. Application windows are open during January and June each year. |
| <i>Flexible working options:</i> | Various levels dependent upon role. |
| <i>Free eye check</i> | Annual eye check and contribution towards glasses for computer users or prescription safety glasses for operatives. |
| <i>Holiday:</i> | You are entitled to 26 days annual leave pro rata to calendar months of service (increasing to 27 days after 2 completed years' service), in addition to the normal statutory Bank and Public Holidays. The company reserves the right to determine when three of these days are taken, ordinarily this will be the period between Christmas and New Year (please check contract of employment for specific Christmas arrangements). |
| <i>Holidayplus:</i> | Subject to certain criteria there is an opportunity to purchase up to 5 days additional holiday each year. Deductions are made via a salary sacrifice scheme which attracts tax and NI savings. Application windows are open during March and September each year. |
| <i>Life assurance:</i> | Colleagues in our occupational pension schemes are entitled to receive life assurance. |
| <i>Pensions:</i> | If eligible you will be automatically enrolled into our Defined Contribution pension scheme, with an employer contribution rate of between 2% - 10%. Alternatively, a CARE pension scheme is available with an employer contribution rate of 3.6%. |
| <i>Professional fees:</i> | One subscription to a professional body is paid on an annual basis when the membership is related to the business or a colleague's job role. |
| <i>Recognition programme:</i> | Quarterly Aster Superstar award of £100. Annual Chief Executive Award equivalent to £2,500 and two runner up prizes equivalent to £250. Long Service Award of £100 voucher at 10 years' service and £150 voucher at 15 years' service. |
| <i>Sick pay:</i> | Up to three months full pay, followed by three months half pay, followed by any remaining SSP (depending on length of service). |
| <i>The Aster Academy:</i> | A comprehensive range of learning solutions are available to help colleagues develop their skills, including professional qualifications and external training. Colleagues also have access to one-to-one personal development coaching. |
| <i>Uniforms and equipment:</i> | Uniforms are provided free of charge to all colleagues who require them. Any protective equipment necessary to carry out a job is also provided free of charge. |
| <i>Virgin Media Affinity:</i> | Money off broadband, TV and phone deals, virgin wine cases, experience days and balloon flights. |
| <i>Vodafone Advantage:</i> | Various discounts available for you and 5 family members or friends; 30% off pay monthly SIM bundles, 15% off other pay bundles and £10 membership fee for each new connection. |
| <i>Volunteering:</i> | Colleagues can request paid time off for volunteering activities. |

DON'T FORGET ...

- Onsite gym or discount at a local offsite gym*
- Social events such as quizzes and raffles*
- Local deals including discounts at children's nurseries and garages*
- Free tea, coffee and squash*
- Dress down days*



For more information please contact:
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