

## Brunel Employee Benefits

At Brunel we provide an inclusive range of benefits for all our employees, information on these are listed below. Please contact our HR team, [hr.brunel@brunelpp.org](mailto:hr.brunel@brunelpp.org) for further information.

### Pension:



Auto enrolled to our Defined Benefits Pension Scheme with the option to switch to Defined Contribution Pension Scheme.

### Flexible Bank Holidays:



Employees can choose to opt out of mandated Bank Holidays, and the bank holidays not used will be added to holiday balance giving an opportunity of 8 additional holiday days.

### Overseas Remote Working:



An Overseas Remote Working policy to give our employees the opportunity to work overseas remotely during their employment with Brunel.

### Employee Assistance programme:



Provided through Health Assured, an anonymous service available to all staff and their immediate family.

### Office parking:



Limited free office parking available.

### Office consumables:



Including Fruit and healthy snacks.

### Vitality Health insurance:



Vitality Health insurance provided to all Permanent Employees (including Fixed Term Contracts of 1 year or more):

- Includes half price gym membership
- Includes 2 yearly Health checks (£134). Cost reimbursed by Brunel
- Dental: up to £100 per year for routine dental appointments
- Dental: up to £400 per year for dental treatments
- Dental: Up to £2,500 per claim for dental accidents
- Optical: Up to £300 per year for eye tests/glasses/contact lenses (or £500 via Vision Express)
- Audiology: Up to £300 per year for hearing tests/hearing aids
- Option to add dependents at a discounted rate – children and or partners at own cost
- Fitness device links to earn points towards many different offerings.

### Parental leave:



Generous parental leave for Maternity, Paternity and Adoption – 6 months full pay.

### Volunteer days:



15 hours per annum of working hours provided to staff to use towards volunteering opportunities.

### Holiday:



25 days per annum.

Leave accrual – 1 additional day per year of service (up to 30 days).

Option to buy additional leave – up to 1-week annual leave per year.

### Training and Development:



Commitment to investing in our people through funded training, either professional qualifications and/or courses to develop soft skills. Including study days.

### Electric Vehicle & Cycle to Work Scheme:



Available through salary sacrifice.

### Flu jabs / covid tests:



Costs reimbursed by Brunel.

### Generous home working kit allowance:



A budget of £350, including VAT provided to each employee towards home office furniture.

### Hybrid & Flexible Working environment:



Flexible working opportunities available.