

What we offer

At UK Finance we offer a competitive remuneration package and access to a generous range of **health, wellbeing, travel and lifestyle benefits.**



Pension

The UK Finance Group Personal Pension scheme is an auto enrolment compliant defined contribution scheme and new colleagues will be automatically enrolled on to the scheme when joining us. We offer a generous employer pension of 12 per cent of basic salary which is dependent upon a minimum employee contribution of one per cent of basic salary.

Discretionary bonus

To reward outstanding performance, we operate an annual discretionary cash bonus scheme. New colleagues are eligible to participate in the bonus scheme from the date of joining. Discretionary bonus payments are dependent on our financial performance and individual contribution during the financial year which runs from 1 January to 31 December.

Health and wellbeing

We offer a range of health and wellbeing benefits and services to provide peace of mind and to help colleagues feel healthier and happier at work and at home. These include access to private medical insurance, and health cash plan, life assurance and income protection policies. We also provide an annual gym subsidy, on demand pay, access to a financial coach, mortgage and will writing services, and weekly online yoga classes. We also have a number of trained mental health first-aiders available on site.

Annual leave

We offer a generous holiday allowance of 30 days paid annual leave per year plus standard UK bank holidays. Colleagues also have the opportunity to buy additional holiday for the following holiday year or to sell accrued but untaken holiday at the end of the holiday year. Sabbaticals are also available to colleagues after two years of continuous service.

Employee assistance programme

All colleagues have access to a free, confidential 24-hour Employee Assistance Programme (EAP) which can offer assistance with any work, personal or family issue. The service is staffed by a team of highly trained and qualified professionals who are experts in fields such as well-being, family matters, relationships, debt management, employment issues, consumer rights and much more. Colleagues also have access to a wide range of wellbeing tools through our Health Gateway.

Travel

Interest free season ticket loans of up to £10,000 per annum are available to all colleagues. We also operate an electric vehicle and cycle to work schemes, and bike storage and showering facilities are available onsite.

Volunteering

We encourage colleagues to donate their time and skills to charity and community projects and we offer up to three days paid leave each year for colleagues to volunteer for a cause that they care about. As well as working with registered charities, activities such as being a school governor, volunteering for a parent teacher association, or acting as a chaperone on a school trip are all great examples of 'good causes' that our colleagues use their volunteering days for.

Hybrid working

We recognise that colleagues at all stages of their lives work best when they are able to achieve an appropriate balance between work and all other aspects of their lives, and that this can have a real and positive impact on the performance of both individuals and teams.

We also recognise that there are many other benefits to hybrid working – such as enhanced productivity and better use of time, ease of pressure on office accommodation and ecological benefits.

In recognition of the mutual advantages of hybrid working, we are committed to providing colleagues with the option to work remotely on a regular basis where it is reasonable and practicable for them to do so. Colleagues may work remotely within the UK, on average, for up to three days per week.

In order to ensure a consistent working experience for all colleagues, whether they choose to work remotely or from the office, we have reviewed and updated our IT estate in order to ensure that everyone can work seamlessly and inclusively regardless of where they are based.

Family friendly policies

We believe that enabling everyone to balance their career with life outside work and providing the culture and support needed to make this happen is crucial to our success.

We offer a range of benefits and support to our working parents which includes generous enhanced maternity, paternity and shared parental leave pay, access to a childcare and eldercare booking platform, flexible working, caring policies, and a buddy scheme.