

WP Group Benefits

Our People are our most important asset. We want to attract the best talent and in doing so are aware we need to reward our People for what they bring to the business. Our benefits package includes:

Holiday

The holiday year runs from 1 January to 31 December each year. New starters are entitled to 22 days annual leave plus public holidays. In the second year of service (the year the second anniversary falls into) the allowance increases to 25 days per year plus public holidays, **33 days in total**.

Pension

Permanent Employees are automatically enrolled in our contributory pension scheme; **4.5% Employee contributions and 4.5% Employer contributions**.

Competitive Salary

We continuously assess our basic salaries against industry benchmarks to ensure our offer remains competitive at all levels, across all disciplines.

Driver positions operate under a Union backed collective agreement. In addition to a per annum salary we provide regional allowances (such as but not limited to London Weighting), premiums for shift working and Supervisory allowances. Overtime is voluntary and rewarded with hourly rates paid at enhanced multiples depending on the time and day. **Our daytime Drivers are guaranteed 9.5 hours work per day Monday to Friday.**

Bonus Schemes

Office based positions are eligible for our generous annual variable pay scheme (payable in March each year, prorated for new starters). Variable pay is calculated based on your own and company performance combined.

Driver positions are eligible for a £150 per month performance bonus paid monthly based on safe practices and other quality-based incentives.

LifeWorks Perks

Savings on everyday purchases and important life events, such as getting married, buying a home or car, family outings and holidays. Employees can enjoy thousands of gift cards, in-store and online discounts, as well as cashback offers paid directly into their wallet and save up to £1,928 per year.

Life Assurance

The company operates a life assurance policy for all Employees which provides for a lump sum payment in the event of death in service of x4 of base salary.

Employee Assistance Programme

A confidential support service for employees. The service provision includes; GP access 24 hours a day over the phone and online, support for family issues, gambling issues, domestic abuse, debt matters, childcare matters, medical information, financial issues, insurance claims, legal matters, work matters, lifestyle addictions, relationship issues, consumer issues, stress and housing matters, etc. Free 24-hour support

Occupational Health

Occupational Health provisions via qualified OH Advisers and Physicians to assist with rehabilitation and remedial action plans.