



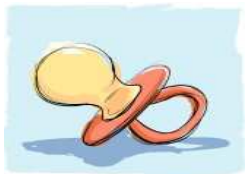
Employee Benefits





Annual Leave

- Pay bands 1-7; 25 days leave rising to 27 after three years service
- Pay bands 8-10; 28 days leave rising to 30 after three years service
- An additional days leave to be used over the Christmas period.



Maternity/Paternity

- An additional 12 weeks Occupational Maternity Pay after qualifying period
- Up to 10 days paternity leave paid at full salary
- Salary sacrifice childcare voucher scheme
- Right to return to work part-time for the first three months



Work/Life Balance

- Right to apply for flexible working
- Flexible working scheme for bands 1-7



Pension

- 1/80th Final Salary Pension Scheme or Defined contributions scheme available
- Additional Voluntary Contributions



Car

- Business Mileage allowance
- Lease cars or cash allowances for relevant posts



Medical

- Permanent Health Insurance Scheme
- Free eyes tests for VDU users
- Private medical insurance
- Critical illness insurance scheme
- Help and support to give up smoking including free N.R.T and hypnotherapy



Training and Development

- Comprehensive induction
- Individual training and development plans
- Approved professional fees paid
- Vocational Training
- Comprehensive in-house training
- Leadership Development Programme
- Regular on the job coaching from trained staff coaches



Confidential Counselling

- Confidential employee counselling with an experienced external councillor
- Trained Staff Advisors

What else do we offer at Soha?

- Regular 121 meetings
- Annual appraisals
- Staff suggestion scheme
- Staff Consultative Committee
- Annual Staff Conference
- Mobile phone allowance of company mobile phones (for relevant posts)
- Commitment to work/life balance
- Monthly dress down days for charity
- Active social club
- Free staff parking