

Benefits and Rewards @ TFS



Benefit	Description	Eligibility P – Perm FTC – FT Contract A – Apprentices	Who Pays?				When can you change it?
			Employee Funded	TFS Part Funded	TFS Fully Funded	Option to add Spouse/ Family?	
Pension scheme	Matrix of options starting from 0% employee contribution and minimum of 3% up to a maximum of 15% company contribution.	P, FTC and A	✓	✓			April and October
AVC	Make additional voluntary contributions to your pension pot.	P, FTC and A	✓				April and October
BUPA Private Medical Cover	For yourself, your partner/ spouse and any dependent children.	P, FTC and A	✓	✓		✓	Monthly
Discretionary Bonus	Up to 10% of your salary per annum.	P <i>FTC dependant on length of contract</i>			✓		April
Life Assurance	Life Assurance scheme which offers 10x basic salary.	P and FTC			✓		-
BUPA Health Assessment	An annual health MOT.	GM and above			✓		Yearly
Income Protection Scheme	Income protection scheme – kicks in after 26 weeks continuous sickness. <i>Pays 2/3 of salary subject to eligibility.</i>	P and FTC			✓		-
Annual Leave	25 - 30 days dependant on length of service.	P, FTC and A			✓		-
Holiday Purchase	Buy up to 5 days additional annual leave in December.	P	✓				Yearly
Employee Car Scheme <i>EPS/Privilege Purchase/Used Car</i>	EPS – Receive a new car every year which you can pay for on a monthly basis	P and A <i>FTC dependant on length of contract</i>	✓	✓		✓	Every 12 months
	Privilege Purchase – Receive a discount voucher that allows you or immediate family members to purchase a new vehicle.		✓			✓	
	Used Car – Offered to friends and family only (not employees due to benefit in kind tax rules). Cars sold at trade value.					✓	
DCS (Car Scheme)	Directors and Sales staff can join this scheme to get a great Toyota or Lexus car.	Directors and Sales staff	✓	✓			Every 12 months
Car Allowance	For senior members of staff who are not provided with a DCS car, a car allowance will be provided.	Section Managers and above			✓		-
Employee Assistance Programme	Additional support or guidance, work or non-work related, is offered through Health Assured.	P, FTC and A			✓		-
Volunteer Days	Up to two days per year (one must be allocated for Guide Dogs).	P, FTC and A			✓		-
Enhanced Paternity Pay	Two weeks of full pay to spend time with your new addition.	P, FTC and A			✓		-
Childcare Vouchers	To make sure your children are in good hands whilst you are at work, purchase vouchers via salary exchange.	<i>Only those currently in the scheme</i>	✓				Monthly
Employee Introduction Scheme	Receive £1000 following the successful completion of your referee's probationary period.	P, FTC and A			✓		-
Further Education Funding	TFS will provide financial assistance should you wish to further your skills	P <i>FTC dependant on length of contract</i>			✓		Yearly
Professional Membership Fees	Professional membership subscriptions, specific to your role, will be reimbursed by TFS.	P and FTC			✓		Yearly
Gym Membership	Our subsidised onsite gym will help you be the fittest you can be.	All employees	✓				Monthly
Sports and Social Club	Subsidised Sports & Social Club is a great way to connect with colleagues across the business.	All employees		✓			Monthly
Experience for Life	Claim up to £250 for any skill outside of work.	P <i>FTC dependant on length of contract</i>			✓		Yearly
Long Service Awards	We really appreciate the long service of our employees, so as an appreciation, employees will receive an award from 10 years' service up to 40 years!	P			✓		From 10 years' service
Sabbatical Leave	Employees with over 5 years' service can request sabbatical leave and enjoy up to 12 months of work.	P	✓				Every 5 years
Enhanced Company Sick Pay	Provided you meet the essential requirements, the Company will top up your SSP to full pay based on length of service.	P, FTC and A			✓		-
Flexi working hours – <i>Unfortunately this does not apply to all departments.</i>	Stagger your working hours in order to start later or start your weekend early on occasions!	All employees			✓		-

Other incentives may include:

Weekly Yoga	Employee Rate Your Fortnight – HIVE	Car Wash Service	Christmas and Summer Events
On site massage sessions	Free fruit	Eye Care Vouchers	Dress for your working day
Wellbeing days	Working from Home policy	Reward Gateway	Tastecard
Dry cleaning service	Microsoft licence discounts	Free onsite car parking	Flu Jabs