



Employee Benefits

SPD Retirement Plan: It is a defined contribution retirement plan whereby:

- Employer contribution - fixed 6% of salary
- Employee contribution - minimum of 3% of salary
- Death in service benefit (Life assurance) of 4 x your annual salary

Private Health Care: Free employee healthcare currently with AXA PPP, with the option to add family members.

Working week: We work 37.5 hours per week, with an early finish on Fridays. Our standard hours are Monday- Thursday 08:30am-17:00pm; Friday 08:45am-15:30pm as you are entitled to 40 minutes unpaid lunch break if you work a full day. If you work in the Customer Care department, your standard hours are Mon-Fri from 06:55am-15:05pm with a 40 minute lunch break.

Holidays: 25 days paid annual holiday plus 8 paid public bank holidays.

Performance assessment and development process: you will have regular discussions about your performance with your manager as well as access to training and professional development schemes.

Professional subscriptions and fee's reimbursed.

Subsidised restaurant, free tea and coffee daily and free fruit weekly.

Excellent internal communications: Team briefings, Alere and SPD newsletters, monthly and quarterly updates.

Comprehensive people policies including: Enhanced Maternity Pay, paid time off for anti-natal classes, Enhanced Paternity Pay & Company Sick Pay.

Employee assistance programme: Access to "Health Assured" via telephone and online 24 hours a day, 365 days a year.

Employee Health: Contribution to eye test and eye wear, access to annual inoculations.

Childcare Vouchers – via a salary sacrifice scheme

In addition we are able to offer the following:

- Paid in-house clinical trials available
- Casual dress code
- Free car parking
- Recently refurbished area's
- Parkland setting, we are within 2 minutes walking distance from Priory Country Park and the Marina