



BIRMINGHAM
HIPPODROME

Staff Benefits - Permanent staff

Please note benefits are subject to completion of your probation period and other criteria may also apply. Please refer to our Staff Agreement for full terms and conditions.

Holidays

5 weeks holidays plus 8 Bank Holidays which increase to 6 weeks holidays plus 8 Bank Holidays after 5 years' service.

Unpaid Holiday Leave

In addition to contractual holiday entitlement we have a voluntary arrangement for employees to request a further week's unpaid leave.

Pension Scheme

We operate a group personal pension scheme which is open to permanently contracted members of staff who have completed their probation period. It is a contributory scheme with a matching contribution from Birmingham Hippodrome. Contributions can be made at 2%, 3%, 4%, 5% or 6%. Please note employees get tax relief on their pension contributions.

Company Sick Pay

Service	Allowance
12 weeks to 2 years	9 weeks full pay
2 years-3 years	12 weeks full pay
3 years-5 years	20 weeks full pay
5 years or more	26 weeks full pay

Maternity/Adoption Leave

Service	Allowance
26 weeks-5 years	18 weeks full pay
5 years or more	22 weeks full pay

Paternity Leave

4 weeks paid paternity leave which can be taken as one four week period or two periods of two weeks.

Compassionate Leave

Following the bereavement of an immediate family member 5 days paid leave plus time to attend the funeral. Time off with pay will also normally be granted to allow attendance at funerals of the extended family or a colleague.

Life Assurance

A sum equal to twice the employee's salary is paid to a beneficially nominated by the member of staff or next of kin.

Provision of Taxis

Taxi home following a shift will be supplied free of charge to a journey of 13 miles if an employee finishes their shift on or after 22.45.

Eye Tests

Free eye test every 2 years for staff that use a VDU on a regular basis.

Bus & Train Travel

Birmingham Hippodrome purchases the discounted annual travel pass on behalf of the employee then the cost is recouped over normally 12 months via a deduction through payroll.

BHSF Corporate Health Cash Plan

Employees offered access to this scheme at discounted rates via regular deductions from payroll. The plan offers cash benefits towards everyday health costs.

Friends Staff Card

Permanently employed staff are entitled to a complimentary Friends card that gives them ticket discounts, priority booking and various other discount offers.

Free Flu Jab

Each year staff can have a free flu jab by a qualified nurse which takes place at Birmingham Hippodrome.

Personal Development Fund

Each financial year staff can claim £120 towards the development of their skills, this can be used for gym membership, Kindle, laptop and many other ways.

Employee Assistance Programme

The Worklife Support Employee Assistance Programme is a comprehensive package of support that offers individual members of staff and their immediate family access to a skilled team of specialist advisors, counsellors and coaches. This could be work related or a personal issue or financial problems.

For further details please contact the HR Department.