

OUR STAFF BENEFITS – PERMANENT STAFF

Please note benefits are subject to completion of your probation period and other criteria may also apply.

Time Off

Holidays

5 weeks holiday plus 8 Bank Holidays which increase to 6 weeks holiday 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 weeks unpaid leave.

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 extended family or a colleague.



Staff dress up as their favourite theatre character for Love Theatre Day.



Financial

Pension scheme

We operate a group personal pension scheme 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. Employees get tax relief on their pension contributions which can be made through salary sacrifice.

Life assurance

A sum equal to twice the employee's salary is paid to a beneficiary 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 maximum journey of 13 miles if an employee finishes their shift at or after 10.45pm.

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.

Personal development fund

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

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.

Health & Wellbeing

Eye tests

Free eye test every two years for staff who use a computer screen on a regular basis.

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.

Free flu jab

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

Employee assistance programme

The 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.