

# What We Offer

solace



**Time off** – 25 days per year annual leave per annum / pro rata, plus public holidays. After each full year of employment, annual leave will increase by one day until it reaches the maximum entitlement of 30 days per annum. You may carry over up to 5 days annual leave per year



**Pension** - Solace's contributory pension scheme consists of 3% employer contribution and 5% employee contribution.



**Discounts** – Employees have access to a huge range of discounts via the Pluxee app, from high street shops such as TK Maxx to major supermarkets, as well as a range of health and fitness amongst other discounted benefits (holidays, virgin experiences etc).



**Workforce Development** – We pride ourselves on our extensive training programmes available to all staff with various training opportunities and the opportunity to gain qualifications.



**Family Friendly Leave** – We offer enhanced Maternity pay, which also increase with the length of service



**Eyecare** – Support with eye care with a voucher each year from Specsavers.



**Wellbeing Days** – Staff may take an extra 2 days away from work in addition to their annual leave entitlement. We recognise the benefit that taking time away from our busy roles has on wellbeing and maintaining good mental health.



**Agile working policy** - We offer flexibility in order to support staff to maintain a healthy work-life balance. We offer a variety of options to support flexibility in a workplace. This ranges from flexibility around location (Hybrid working) as well as working days/hours



**Cycle to work scheme** – Solace runs a cycle to work scheme, through which you can save 25-39% (or more!) on a bike and accessories. Save the planet save the money.



**Compassionate and Dependency Leave** - Compassionate leave supports staff coping with a loved one's serious illness, injury, loss, or personal relationship difficulties. Dependency leave allows care for dependents facing serious, unforeseen health or care issues. In these instances, you are able to take a maximum of up to 5 days' paid dependency leave per year.



**Employee Assistance Programme (EAP)** – Assistance through Health Assured which includes confidential counselling and advice covering a range of issues covering such as work, personal, financial concerns etc.

