

EMPLOYEE BENEFITS



HEALTH AND WELLBEING

Creating a balanced, sustainable and happy work environment for all employees

We strive to create a balanced, sustainable and happy work environment for each of our employees. Should you work for us, you'll have 27 holiday days a year, 3 holiday days between Christmas and New Year when the office closes and 8 statutory bank holidays.

We support all our employees' wellbeing by offering free access to an office gym and a health cash plan, which pays cash benefits for a range of medical expenses with retail and leisure discounts included. Employees can also participate in the Bike Work tax-relief scheme, which means you could end up with a bike at 40% cost.

We support flexible, remote and office working arrangements. Many of our employees particularly love where we're located: alongside the River Thames and near the leafy parks of Fulham.





FINANCIAL HEALTH, AWARDS AND RECOGNITION

Supporting healthy financial management and celebrating achievement

We do our best to help our employees with healthy financial management. We offer an auto-enrolment pension scheme. After passing probation, employees have the choice to set their contributions to 5% or 6% of their basic salaries and this will be matched by the company to the same level.

Employees who go on maternity or paternity leave after a year's service are paid 100% of their salary for the first 10 weeks.

Other financial benefits include interest-free annual travel cards useable within London and a bonus of £1000 for any successful referral of a new employee to the company.

We have a lot to celebrate and we recognise the exceptional contributions our people make to our growth and success. We therefore host regular employee awards (including peer and long-service), an annual awards ceremony, global excellence awards and an extra week's pay when you reach your 5-year working anniversary.

LIFESTYLE AND SOCIETY

Creating community and making a lasting difference

We care deeply about giving back and making a difference to those in need. In 2004, we set up the Hotcourses Foundation with Nyumbani UK, which provides orphaned children in Kenya the opportunity to go to school and receive an education. Many of our employees are closely involved with the foundation by sponsoring a child's education. As a company, we are proud to match these monthly donations from employees. Find out more about Nyumbani [here](#).

Creating community is at the heart of what we do. We organise regular company-wide social events for our employees. These include team building away days, month-end get-togethers and fundraising initiatives to name a few.





LEARNING

Continuous learning and growth for all employees

As a company, we are all about promoting learning. Each employee receives an annual learning allowance of £200 to spend on whatever they choose. We've had employees sign up to creative writing courses, yoga classes and music workshops! We've also recently introduced #WeGrow weekly sessions where employees are encouraged to take time out for personal learning and development.

We support our employees from day one with a comprehensive induction process where everything from administrative procedures to fire drills are covered. As they progress, we offer accredited training opportunities in their field of expertise, including managerial training offered by the Institute of Leadership and Management Centre for Training.

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