

Aberlour Benefits

We want all our employees to feel valued and rewarded for the work they do so offer a range of benefits as detailed below:

- ❖ Up to 40 days annual leave
- ❖ A group pension plan operated by Scottish Widows where the organisation contributes 7% of your salary in the first 5 years increasing this to 10% from your 5-year anniversary. Individuals can determine their own contribution level from a minimum requirement of 3%.
- ❖ Life assurance cover of 3 x salary
- ❖ Competitive sick pay enhancement related to service with new starts receiving an immediate benefit rising to a maximum of 26 weeks full and 26 weeks half pay.
- ❖ Enhanced maternity pay of 20 weeks full and 20 weeks half pay.
- ❖ Enhanced paternity leave and pay of 4 weeks.
- ❖ All statutory rights to shared parental leave, dependant's leave, parental leave and compassionate leave.
- ❖ Recognition of long service from 10 years with a celebration event, certificate and vouchers.
- ❖ Access to a free confidential independent Employee Assistance Programme for you and your family, offering counselling, support and advice.
- ❖ Cycle to Work Scheme allowing tax savings on your purchase and a 12 month pay back scheme.
- ❖ Voluntary health cash plan operated by Health Shield.
- ❖ Access to the Charity Workers Discount website for high street and online discount offers.

