

YOUR REWARDS



YOUR HEALTH

Wellbeing support

We positively promote Mental Health in the workplace with our Mental Health First Aiders and encourage you to take your lunch breaks and make use of the informal flexible work patterns and subject to line manager discretion a 9-day fortnight.

Income protection

We offer enhanced company sick pay for up to six months and an income protection scheme covering further absence for up to 3 years in case something unfortunate happens.

Wellbeing app

This provides access to on demand tools and resources to manage everyday wellbeing including access to a digital gym, fitness and nutrition plans. The app also includes access to podcasts, shopping discounts and a monthly wellbeing webinar series.

GP Health services

Get access to a second medical opinion, remote virtual GP that can provide quick prescriptions, online physiotherapy, nurse support services after a diagnosis of a health condition and targeted access to psychologists for therapy support.

EAP - Spectrum.Life

Your Employee Assistance Programme (EAP) gives you a 24/7 helpline for advice/counselling, including financial, legal, and family concerns, as well as tools and information to support health and wellbeing.

Annual Leave

25 days' annual leave plus the UK bank holidays, life events (paid day off for your birthday, getting married or moving home) and an extra days' leave every three years up to a maximum of 3 days to recognise long service.

Cycle scheme

Our cycle to work scheme enables you to make tax and national insurance savings on a bike plus accessories, spreading the cost over 12 months. This is up to £3,000 so you can also get an electric bicycle.

YOUR MONEY

Bonus

We offer a discretionary bonus scheme aligned to company and individual performance. To learn more, visit the remuneration policy on the intranet.

Season ticket loan scheme

To support your commute to work, a season ticket loan can help the upfront cost of an annual ticket loan by spreading the cost, including the newer flexi season tickets (not for London zones). For more information visit National Rail enquiries – flexi season and complete the LCCC form, found via Lumina.

Pension

You are invited to join a plan, the company contributes and also provides access to advisors who can assist with your pension planning.

WoW points

WoW points are the online currency that you earn when doing your shopping through Perks at Work. You'll find discounts on numerous high street names and we regularly award points for competitions or as part of recognition.

Family friendly

We want to support you and your family, we offer paid paternity leave, enhanced maternity, adoption, and shared parental leave - 6 months.

Family savings

You've got employee-only access to thousands of discounts and savings through Perks at Work, the online discount store. Discounts change regularly, if you are thinking of spending, check the lumina portal regularly.

Life assurance

You're covered by Life assurance which pays out a lump sum of x4 salary to your nominated beneficiaries if you pass away whilst working for Low Carbon Contracts Company.

TalentLink

This is our candidate referral scheme. You can earn up to £1,500 for a successful referral.

Tusker Car Benefit Scheme

Lease a fully maintained and insured electric vehicle pay for it monthly via salary sacrifice. You can view offers via Lumina.

Salary sacrifice scheme

Be sure to understand which benefits you can purchase through salary sacrifice, including your pension contributions, it's a great way to save on tax and NI.

YOUR DEVELOPMENT

Learning and development

Our annual performance review process is designed to ensure you agree stretching objectives and development goals which feed into your future career and growth plans and pay reviews.

Professional development

We support the funding of professional memberships where they are role dependent, including one annual subscription.

YOUR 'FEEL GOOD'

Employee recognition

We have an employee recognition wall on our HR system, People First, feel free to post and say thank you to anyone in LCCC.

Giving something back

We encourage you to take your paid volunteering days (3) to make a difference to causes, charities and or communities that matter most to you. You can find the policy on the intranet.

YOUR LITTLE EXTRAS

Free refreshments and savings through coffee club and taste card. As a thank you for reaching a work anniversary you'll get a long service award cupcake.

