



# NLTG ADVANTAGES

LONG SERVICE AWARDS • TRAINING OPPORTUNITIES • ENHANCED PENSION  
COMPANY CAR • HEALTHCARE • TEAM BUILDING • 2.00PM FINISH FRIDAYS  
VOLUNTEERING OPPORTUNITIES • ENHANCED HOLIDAY PACKAGE  
ENHANCED SICK PAY • EMPLOYEE ASSISTANCE PROGRAMME

# NLTG ADVANTAGES EXPLAINED



## Company Car\*

- Fully expensed other than private petrol.
- Opportunity to insure a partner to enable them to drive the vehicle (taxable benefit).
- Purchasing card supplied for fuel expenditure.



## Healthcare\*

- Opportunity to join the healthcare plan as an individual, or with a partner, or as a family, paid for by NLTG (taxable benefit).



## Salary Sacrifice Scheme\*

- Increases 'take home' pay and pension contributions.
- Company savings on NI and tax are paid into team member's pension.



## Enhanced Company Pension Scheme

- You pay 3% or 5% of your salary and NLTG will contribute 5% or 8% dependent on length of service.
- Free pension clinics.



## Enhanced Sick Pay

- As detailed in NLTG's Employee Handbook or Statement of Main Terms.



## Enhanced Holiday Package

- Generous annual allocation of 22 days per year plus an additional 8 days allocated to bank holidays. An additional 5 service-related days will be allocated on the 1st January following one complete years' service.
- For the last 6 years, we have also awarded an additional 2 days holiday\*\*.
- Option to purchase up to 10 additional days holiday per holiday year (this is at the Manager's discretion)\*\*.



## Birthday Advantage

- All team members will have the option to take their birthday off during 2023-24 and if your birthday lands on a weekend, you can take the Friday before off work (diaries permitting)\*\*.
- Birthday lunch voucher.



## Long Service Awards

- Awarded for 5, 10, 15, 20, 25, 30, 35+ years' service.



## Extensive Training and Development Opportunities

- Training required for your current and potential future NLTG roles.

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## COMMITTED TO OUR TEAM'S WELLBEING

NLTG WELLBEING CHARTER IS UNDER DEVELOPMENT



## Employee Assistance Programme (EAP)

- Personal support, advice, short-term counselling and referral services for you and your immediate family.



## Volunteering Opportunities

- Up to 2 days paid leave during 2023-24 to volunteer at a charity of your choice.



## 2pm Friday Finish

- Dependent on diaries and activities, staff will be able to finish at 2pm every Friday to enable staff to start their weekend earlier and plan family events etc. In addition, (also dependent on diaries and activities) staff will be able to attend work in casual clothes each Friday if in the office\*\*.



## Team Building

- Regular company and individual team activities/events.

\*This advantage is not applicable to every job role.

\*\* This is a non-contractual benefit.