



NLTG
NORTH LANCS TRAINING GROUP



NLTG ADVANTAGES

LONG SERVICE AWARDS • TRAINING OPPORTUNITIES • ENHANCED PENSION
COMPANY CAR • HEALTHCARE • TEAM BUILDING • 2PM FINISH FRIDAYS
VOLUNTEERING OPPORTUNITIES • ENHANCED HOLIDAY PACKAGE
ENHANCED SICK PAY • HEALTH CASH PLAN

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% of your salary and NLTG will contribute 5% then after 12 months service you have the option to increase your contribution to 5% and NLTG will contribute 8%.
- Free pension clinics.
- Life Assurance Scheme (after 12 months).



Enhanced Sick

- 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. Effective from January 2025, following 12 months service, an additional 5 days will be allocated to a team members' allocation.
- 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 where possible in line with government legislation**. (Pro rata for part-time employees).



Birthday Advantage

- All team members will have the option to take their birthday off during 2024-25 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.

COMMITTED TO OUR TEAM'S WELLBEING



Health Cash Plan**

- Reimbursement of everyday healthcare costs including optical, dental and many more.
- Wellbeing platform.
- Gym discounts and other 'perks'.



Volunteering Opportunities**

- Up to 2 days paid leave during 2024-25 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.