

AIC Employee Benefits (June 2024)

To ensure that AIC retains and attracts staff that are fully engaged with the values and objectives of AIC, the organisation offers a range of employee benefits that are summarised below:

Benefit	Details
Salary	As per agreed contractual amount & updated with annual remuneration increases
Personal Pension	Aviva – Auto-enrolment workplace pension Employer Contribution of 11% Employee Contribution 3% (minimum) Option to Salary Sacrifice upon request
Bonus(es)	Paid where eligible, approved and agreed – minority of employees
Essential Users Car Allowance	£1500 per annum –dependent upon role.
Business Mileage	57p for those using a private vehicle and in receipt of Essential Car User Allowance 67p for those using a private vehicle and don't receive Essential Car User Allowance
Hybrid & flexible working	Purpose build modern offices that accommodate hybrid and flexible working
Annual Leave Entitlement	25 days per annum plus 8 Bank Holidays plus Service Award days where eligible option for buy-back option (5 days)
IT equipment	All IT equipment including laptops, phones etc that are fully remotely serviced and replaced as and when required
Eye Tests	Reimbursement for Eye Tests and occupational glasses if required specifically for VDU work
Professional subscriptions and development	Payment for agreed professional subscriptions where these are in connection with employed role. Relevant conference or courses agreed will be paid by AIC
Group Life Policy	Metlife Life cover of 3 x annual salary (before any salary sacrifice)
Group Income Protection	AIC policy with UNUM (before any salary sacrifice) Closed to new joiners. (01 June 2018)
Help@hand from UNUM	Access to a range of key health and wellbeing services for you and your family through one easy to use app
Travel Insurance for work trips	AIC Policy with CHUBB
Maternity and Paternity leave	Enhanced over statutory cover - see current HR provision
Childcare Voucher Scheme	Available through salary sacrifice
Long service award	Monetary service awards where eligible at service milestones <ul style="list-style-type: none"> - On completion of 5 years' service - 1 additional days holiday and £150 - On completion of 10 years' service - 1 additional days holiday and £220 - On completion of 15 years' service – 1 additional days holiday and £300 - On completion of 20 years' service – 1 additional days holiday and £360 - On completion of 25 years' service – 1 additional days holiday and £440

Notes:

In addition to the above, all AIC employees are entitled to statutory benefits at or above that of the Government statutory minimum, where applicable.