

### Competitive Salary

Job Family Framework on the Grid, transparent grades and salaries across Guinness. £4,000 local job supplement for London roles.

### Holidays

Employees receive 25 (TGPL) (27 in GP) (24 in Support) , days holiday a year plus bank holidays. We'll also give you the opportunity to apply to buy additional days (5 days or equivalent to the normal working week in hours) prior to the commencement of the new holiday year. This will be reviewed each year by the Executive Team and may vary by service area. You'll also receive additional holiday in line with your length of service (1 extra day per 5 years' service – capped at 4 days).

### Healthcare Options

Guinness provide a Health Cash Back Plan. This allows you to claim cash back on your health care costs including dental, optical and a range of other treatments. It's a taxable benefit and so will appear on your P11d and is reported to HMRC.

### VDU/DSE Eye tests and Glasses Vouchers

VDU/DSE user can get a free eye test voucher every two years, plus £55 toward glasses if needed for VDU/DSE work.

### Competitive Pension Scheme

We'll help you save for your retirement through our workplace pension defined contribution scheme. Guinness default contributions are 4% but increase to a maximum of 9% a matched basis. To help you get the most out of your pension, we operate a salary sacrifice arrangement that gives National Insurance Contributions (NICs) savings.

### Life Assurance

For peace of mind Guinness provides three times salary life cover in the event of your death. Cover over ceases once you reach 75 years old or leave Guinness.

### Salary Finance

Salary Finance is a financial welling benefit. It includes access to a wealth of info about money, debt, etc. and simple savings and loans paid directly from salary. Salary Finance loans may be suitable for debt consolidation, allowing to people to regain control of their finances.

### Access to Employee Assistance Programme

- **0330 102 5331 - Simplyhealth members**
- **0800 0727072 – non Simplyhealth members**

We care about our people and all of our employees benefit from access to our Employee Assistance Programme. This is a fully confidential service, run by an external organisation of highly experienced professionals. The services they offer include face-to-face counselling, a stress helpline and tax, fitness and childcare advice.

### Benefits Portal (More @ Guinness) offering everyday Lifestyle Benefits

We have a lifestyle benefits scheme, pulling together a range of special offers and great deals. You can make some great savings on everyday shopping, from fashion and electronics to travel, leisure and days out. The [Guinness benefit portal](#) is a one stop shop where you can view and access information in relation to the following :

- Discounted gym membership
- Discounts on dining out
- Lifestyle discounts on family days out, holidays, attractions and airport parking
- Cinema discounts
- Any many more discounts!

### Salary Extras Discounts app

The Salary Extras app makes it easy to access discounts. You can save on groceries, fashion, electrical items, eating out, travel, entertainment and more by buying discounted gift cards.

### Thank you awards - by nomination

Our Thank You scheme lets managers nominate colleagues for great work for a £25 or £50 Amazon voucher. Managers can also nominate team members for truly outstanding work that goes above and beyond the remit of their role, to receive a Thank You payment of up to £350. This payment is subject to tax and NI.

### Payment of Professional subscription

Claim for one subscription a year to a professional body where it is relevant to your job role.

### Guinness Menopause Support

Guinness are now offering the Bupa Menopause Plan through a HR referral process. This is specifically available for colleagues whose menopause symptoms are causing welfare, wellbeing or attendance issues and who have already seen their GP about this but continue to face challenges.

### Training & E-learning courses

One of our main objectives here at Guinness is to be a 'Great Place to Work'. To us this means creating an environment where employees can grow, develop and have the right training in place to do their jobs well. Visit MyLearning on the Grid to see what's available.

**The benefits below are only available once you have completed your probation.**

### Travel/Season Ticket Loan

If you travel to work by rail, bus or other public transport, our Travel Loan scheme can help you purchase a season ticket. The scheme is simple. You will be loaned the cost of an annual season ticket and you pay the amount back over 12 months. Repayments will be taken in 12 equal instalments direct from your pay.

### Aspire - £100 allowance per employee each financial year

Aspire personal learning is a scheme that supports our staff to learn something new. You can claim up to £100 every financial year and you're eligible if you have been an employee of TGPL for more than six months and have passed your probation. The money must go towards formal learning, but it can be on any topic you choose - it does not have to be related to your job. It could be anything from fashion design to flying lessons, guitar lessons to bricklaying courses!

### Cycle to Work scheme

Get a new bike tax free through your salary with our Cycle to Work Scheme. Savings of 30-40% depending on your income. Spread the cost over eighteen months.

### Financial support to study relevant professional qualifications

We believe that developing the skills and capabilities of our people is the only way to improve performance and achieve our objectives. Professional qualifications are an important aspect of career development and we recognise that in most cases it will be a significant investment on behalf of both Guinness and the employee (typically over £2,000 and between 6 to 12 months to complete).

### Car Lease Scheme

Through the Car Lease Scheme, you can drive a car of your choice (whether brand new and built to your specifications, or a preloved car) for a fixed monthly amount - fully maintained and insured, so all you need to do is add fuel. You can benefit from tax and Ni savings and because the scheme is provided through car benefit specialists - Tusker, their buying power means you'll benefit from full manufacturer discounts too.