

National Friendly

BENEFIT PLAYBOOK



National
Friendly

MISSION STATEMENT

Our mission is to provide health, welfare, and protection solutions that give members a peace of mind and financial security. As a mutual organisation, we focus on putting members first.



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VALUES

Caring

Kindness and empathy is at the heart of what we do. We work with authenticity and compassion, acting as advocates for all those who need our support.



Credible

Our strength lies in being robust and reliable. We uphold trust, integrity, and inclusivity in all our actions, making everyone feel welcome.



Agile

We are resilient, flexible and creative, embracing and adapting to change. In an evolving world, we continue to challenge the status quo. Our history helps us shape our future.



Dedicated

At our core is a quality service with a focus on security and peace of mind. In everything we do we exhibit pride and commitment founded on our knowledge and experience.



Why benefits are important...

We believe that our people are at the heart of everything; which is why we put a focus on employee benefits



Generous bonus scheme

- Discretionary annual performance bonus of up to 20% of salary based on individual and company performance (for non-commission earning employees; up to 30% for managers)
- Separate Long Term Incentive Plan (LTIP) for all permanent staff, with a potential payment of up to a further 10% of salary each year from 3 years after joining, based on reaching business targets

Annual leave

- Entitlement (in addition to public and statutory holidays) starts at 25 days rising to 28 days within a 9 year period
- Birthdays made better: every member of our team enjoys their birthday as holiday in addition to our holiday entitlement to celebrate their special day*
- Join our staff volunteering scheme and the company provides 2 days for this - be part of a team with a twist of kindness

*after completion of probationary period

Looking after employees and loved ones...

- Group Healthcare Scheme: individual healthcare cover towards private medical treatments (after satisfactory completion of probationary period)
- Free Life Assurance: free to all employees and pays four times basic salary to your nominated beneficiaries giving peace of mind to loved ones

Salary sacrifice

- Great pension scheme: Swap a little of your salary each month for a pension contribution and enjoy savings on tax and National Insurance. If you contribute up to 6% (of your basic pay), the Society will pay in double, up to 12% - giving you a total contribution of up to 18%
- You can exchange part of your basic salary for a bike and accessories (up to £1,000) and save on tax and National Insurance at the same time
- Social club: For just £2 a month you can join the social club who puts on regular events and activities

Other benefits

- Perkbox: enjoy a variety of discount on various experiences such as shopping, cinema or eating out
- Employee Assistance Programme (through Perkbox): an EAP programme where employees are able to seek support and advice on a variety of topics, including counselling sessions

Maternity/ adoption pay

- 39 weeks standard Maternity/Adoption leave and 13 weeks additional Maternity/Adoption leave
- Enhanced maternity pay at 10 weeks on full pay, 29 weeks on standard rate of SMP or 90% of salary, whichever is greater and the remaining 13 weeks unpaid

Looking into the future...

With line manager approval, the Society will fund professional qualifications to enable employees' development