

Maternity Leave
<ul style="list-style-type: none"> • 4 weeks at 100% salary • weeks 5 - 6 at 90% salary • followed by 7 - 18 at 50% salary including the standard SMP rate. • 21 weeks are paid at the standard SMP rate. <p>Must have two year's service</p>
Parental Leave
<p>Week 1: Full pay Week 2: Full pay</p> <p>Must have two years service</p>
Adoption Leave
<ul style="list-style-type: none"> • 4 weeks at 100% salary • weeks 5 - 6 at 90% salary • followed by 7 - 18 at 50% salary plus the standard SMP rate. • 21 weeks are paid at the standard SMP rate. <p>Must have two year's service</p>
Compassionate Leave
<p>Up to 7 days for immediate family member. CEO Discretion outside of that arrangement</p>
Additional Annual Leave with Length of Service
<p>All employees to be entitled to an additional day annual leave on their birthday. Additional annual days to be given based on length of service as of 1st January 2023:</p> <p>Three Years – 34 days annual leave Four Years – 35 days annual leave Five Years – 36 days annual leave</p>
Sick Pay
<p>5 days sick pay at full pay in a rolling 12 month period for those who have completed their probationary periods.</p>