

Employee Benefits

UK Key Time Workers

Pay & Holiday

Holiday

You will be entitled to 5.6 weeks paid holiday per year or a pro-rata proportion if you join part way through the holiday year. Your holiday year will run from 1 January to 31 December. The exact hours holiday which constitute 5.6 weeks entitlement for you will be determined by the actual hours you work during the leading 12 month period, 1 October to 30 September.

Loyalty Awards

To recognise loyalty, we offer the following Loyalty Awards and Holiday Entitlement increases for employees.

Years Of Service	Award
10 Years	£250
15 Years	£300
20 Years	£350
25 Years	£500
30 Years	£1000

Maternity & Adoption Leave

We are pleased to offer enhanced pay for the first 18 weeks of maternity and adoption leave as set out below. This is subject to colleagues having at least 26 weeks service, at 15 weeks before the expected birth date or at the point they are matched with a child for adoption and if normal earnings exceed the Statutory Maternity pay (SMP).

Period	Entitlement
Week 1 to 6	100% of your average weekly earnings. This is based on your average weekly earnings in the eight week period prior to the 15th week before your baby is born or prior to being matched with a child for adoption.
Week 7 to 12	75% of your basic weekly salary or lower rate SMP (whichever is higher).
Week 13 - 18	50% of your basic weekly salary or lower rate SMP (whichever is higher).
Week 19 - 39	90% of your weekly earnings or the lower rate of SMP (whichever is lower).



Pension

We will automatically enrol you into a pension on the basis you meet certain criteria and are not already enrolled in a qualifying pension scheme with the company. You will be enrolled with a standard employee contribution of 5% of pensionable pay whilst the Company will contribute 3%. You can increase your employee contribution should you wish to. Our current pension provider is Standard Life and you can find more information on them [HERE](#).

Health

Employee Assistance Programme

Bupa Employee Assistance is a confidential and independent counselling, advice and information service, which is available at no cost to all permanent employees and Key Time Workers. It is available 24 hours a day, 365 day a year and provides instant access to a qualified Counsellor or Advisor who will give objective and expert advice on a wide range of personal and work related problems.

Eye Test

If you have three months service and regularly use a VDU then you may be entitled to an eye test voucher. This voucher will provide you with your initial eye test and, if appropriate, a contribution towards spectacles for use with a display screen will be provided.

Voluntary Flu Vaccination Voucher

As part of our commitment to the health and safety of our colleagues, flu vaccination vouchers are offered on a voluntary basis to all colleagues who would not qualify for a free flu vaccination through the NHS. These are offered annually during the Autumn / Winter period.

Vehicle Related Injuries

We provide our colleagues with legal expenses cover for any injury sustained whilst driving a Company vehicle as a result of a non-fault incident, subject to meeting certain criteria. If you are involved in a non-fault road traffic accident whilst driving a Company vehicle, which results in some form of personal injury, the policy will provide legal representation to pursue a claim on your behalf. This will be at no cost to yourself.





Discounts

Staff Vehicle Rental

Staff rental rates are available to Key Time Workers after completing three months employment.

Friends & Family Rentals

Friends & Family rates are available to friends of employees of the Europcar UK Group and to any family members that are not eligible to hire using staff rates.

Cycle2work

We partner with the Halfords Cycle2work scheme, which provides Key Time Workers with a window of opportunity each year to sign up and make savings on a brand new bike up to the value of £350.

EE Perk

EE are offering all employees of Europcar a fantastic 20% discount off the monthly line rental on all new handset, tablet, SIM only and mobile broadband products with a minimum plan length of 12 months.

Shoe Vouchers

If your role involves valeting you may be entitled to shoe vouchers to assist with the purchase of work footwear. To qualify you must have been with the company for three or more months, work more than 15 hours per week and use the cleaning chemicals when valeting.

Any non-contractual benefits listed in this document are subject to change and withdrawal. Existing colleagues should also refer to their service agreement to view their contractual entitlements which take precedence over this document.