

Benefits Overview

Our core and flexible benefits are part of our commitment towards supporting you and your loved ones #be yourself

WELLBEING & DEVELOPMENT

Empowered working

Our culture lives in our behaviours not our offices – we focus on amazing outputs not where or when they're delivered.

Personal Development

An expansive, flexible learning & development proposition for all.

Wellbeing hub

Resources, information & guidance covering money matters, health and wellbeing.

Mental Health First Aiders (MHFAs)

Speak to one of our MHFAs for confidential support and signposting for further help.

Employee Assistance Plan (EAP)*

Confidential access to a helpline for you and your family to receive practical information and advice covering a range of topics affecting health, family, money matters and work.

Gym Discounts*

Access reduced membership rates at over 3,000 gyms.

Active Discounts*

Access discounts on health, fitness, leisure and wellbeing products and experiences.

Eye Test Vouchers

For eye tests and spectacles, if needed, for using display screen equipment.

FLEXIBLE BENEFITS

After joining you'll receive a link to our flexible benefits portal **Zest**, where you can flex your core cover & select voluntary benefits at your own cost.

Critical Illness Cover*

Provides a lump sum payment on diagnosis of critical illness / survival after an operation. Children are included free under your cover.

Dental Insurance*

A range of dental insurance plans for you and your family – no evidence of dental health needed.

Give As You Earn*

Contributions from your salary to your chosen charity via salary sacrifice.

Life Assurance*

Increase your core life assurance cover to a maximum of 6x your basic salary.

Travel Insurance*

European or worldwide travel insurance (incl winter sports) for you and your family.

Medical Cash Plan*

Reimbursement for a range of medical, dental, therapy and optical costs for you and your family.

Tax Free Bicycle*

Lease a bicycle for travel to work over a 12 month period via salary sacrifice, with the option to purchase it for a nominal value.

Interest Free Travel Loan*

For rail, bus, metro travel or car parking (some offices), repayable monthly from your salary.

CORE BENEFITS

Pension Scheme

In your second month, you'll be auto-enrolled into the firm's Group Personal Pension (GPP) scheme.

You'll contribute 5% and the firm will contribute 3% of your basic salary. After 6 months' service the firm will match your contributions up to 5% of your basic salary.

Your contributions are through salary sacrifice i.e. before tax. You can flex up your contributions anytime.

Private Medical Insurance (PMI)

You're able to join the firm's private medical insurance scheme from day 1 and anytime after that, personal cover is paid by the firm – you'll be able to add your partner and or dependant children at your own cost during flexible benefits windows.

Life Assurance

You'll be included in the firm's Group Life Assurance Scheme from day 1, cover will be 4x your basic salary. You have the option to increase your cover up to a total of 6x your basic salary at your own cost during flexible benefits windows.

LEAVE & ABSENCE

Holiday

27 days per full holiday year plus bank holidays**.

Holiday Purchase & Carry Over

Purchase up to 5 days' holiday per year** and carry over up to 3 days per year.

Day off for your Birthday*

Agree a day with your line manager to take during your birthday month.

Adoption Pay

Receive your full basic salary for the first 6 weeks (rising to 12 weeks after 2 years' service) followed by 6 weeks at 50% of your basic salary.

Maternity Pay

Receive your full basic salary for the first 6 weeks (rising to 12 weeks after 2 years' service) followed by 6 weeks at 50% of your basic salary.

Paternity Pay

2 weeks' paid leave (basic salary). Subject to length of service.

Shared Parental Pay

Receive your full basic salary for the first 6 weeks (rising to 12 weeks after 2 years' service) followed by 6 weeks at 50% of your basic salary.

Sick Pay

Contractual sick pay for up to 30 working days** over a 12-month rolling period.

GROUP BENEFITS

Benefits of being part of our Group:

Recruitment Referral Fee*

If you successfully refer someone to us for a position we feel you should receive financial recognition for doing so.

Long Service Awards*

Rewarding those achieving certain lengths of service (from 20yrs).

Discounted Residential Property Conveyancing*

Discounted conveyancing fees for property sales and purchases.

Client Referral Bonus Scheme*

Bonus scheme for successful client referral into the LIME Personal Injury & Clinical Negligence Team.