

Health and wellbeing



Private medical plan*

Confirm enrolment in 1st 6 weeks of employment

Plan includes:

GP24 Virtual GP Unlimited access for all plan members with option to book a video or telephone consultation with an experienced GP at anytime from anywhere.

Vita Health Rapid access for medical plan members to mental health services

Dental scheme*

Automatic enrolment

Claim back dental expenses for a wide range of dental conditions



WeCare

Employee support service for all employees and immediate family members.

WeCare also provides:

Best Doctors Second medical opinion service providing access to over 53,000 leading consultants worldwide offering second opinions on diagnosis and treatments for almost any condition.

* **Please check your contract for levels of entitlement. All benefits are subject to change.**

Death in service (DIS)*

Automatic cover

Our Specsavers Death in Service policy provides a lump sum benefit equal to a multiple of your salary, to ensure that your family supported should the worst happen.

Permanent health insurance (PHI)*

Automatic cover

Income protection/insurance to cover 75% of your salary if you are off sick for longer than 13 weeks.



Eyecare vouchers

Free eye test voucher, and £129 voucher to use in a Specsavers store once every 2 years.

Flu vaccinations

Free flu jabs for all permanent and FTC employees.

Headspace app

Headspace is a guide to mindfulness, sleep, focus, movement, eating and more. It has 1,000+ hours of exercises to help you live your whole day mindfully. It's free to all our colleagues.

Pay, pension and other benefits



Pay

Competitive salary and quarterly bonus scheme* If you are meeting all expectations, you can expect to receive an on-target bonus every 3 months.

Pension

Opt to enrol from day 1 or auto enrolment after 3 months.

Contribute 4% of your salary into your pension monthly and Specsavers contribute 7%.



Annual leave

25 days' holiday, plus an extra day for every 3 years' service after 5 years' service.

Profit share scheme*

Specsavers offers a discretionary profit share scheme to eligible employees in recognition of their contribution to Specsavers' success. The amount of profit share paid out to employees is directly dependent on how the business performs against its financial targets.

Cycle to work scheme

UK employees can make tax savings on the cost of a new bike through Cyclescheme.

Perks

Your portal to a world of great retail discounts and savings.

Birthday club

Contribute £2 a month from your salary and receive a £45 voucher on your birthday.

Car allowance*

We provide a car allowance scheme to eligible staff – usually those who need a car to carry out their role. Car allowances will be agreed as part of your contract of employment.

Change for change

Give to charity by rounding your pay down to the nearest whole pound, with the pennies going to worthy causes.

Payroll giving

Donate money direct from your pay, an easy, tax-free way to help your favourite charity.

Reward options

Employees are given the opportunity to select additional benefits once a year.

These options include:

- Enhancing your DIS with life assurance cover
- Critical Illness cover
- Travel insurance for you and your family
- Buy and sell your holiday.

