

## **CPP STAFF BENEFITS PACKAGE**

### **FOR ALL NEW STAFF JOINING AFTER 8<sup>TH</sup> MAY 2018**

#### **Introduction**

The following information is designed to provide a guide to the CPP Employee Benefits Package available. We are pleased to welcome everyone to the company and hope that your association with us will be a long and enjoyable one.

The security and welfare of everyone working with us is one of our highest priorities. With that in mind, we offer a generous employee benefits package, as part of the CPP overall remuneration package, assisting employees with protection and wellbeing and long term financial security for themselves and their families.

We encourage awareness and understanding of the CPP employment benefits to ensure you apply them to your personal circumstances and value the investment by us. We have produced this leaflet to provide an overview of the benefits that are available which we hope you will find it helpful.

#### **Life Assurance**

Current Insurer	<b>Canada Life</b>
Cost of Benefit	Cost met by CPP
Employee Tax Cost	Nil
Entitlement	4 x Basic Annual Salary (pre salary exchange) If you die before your state pension age, the company will provide Life cover equal to 4 x your pre salary exchange basic annual salary. The cost is met by your employer and coverage is solely for you (i.e. spouse/partner and children are not covered). It is important to note that if the insurer turns down a claim for any reason; your employer will not be held liable to provide these benefits.
Minimum entry age	16 Policy cease age: The later of 65 or State pension age
Who to contact	Gallagher- Steven Carr- steven_carr@ajg.com

#### **Holiday entitlement**

Entitlement	25 days a year plus eight bank holidays
Annual leave year run	1 April to 31 March
Carry over	3 days
Who to contact	HR department

### **Employee Assistance Programme**

Current Provider:	Health Shield
Cost of benefit	Met by CPP
Employee Tax cost	Nil
Who to contact	David Long <a href="mailto:dlong@healthshield.co.uk">dlong@healthshield.co.uk</a>
Entitlement	<p>Counselling Service and 24/7 Telephone Helpline. Service available to employees, your partner and any dependants in full time education between the ages of 18-24 who are living in the same household. The scheme gives you immediate access to accredited counsellors who can help with a variety of personal and professional problems. Includes up to eight face to face counselling sessions per issue, per employee in any 12 month period starting from the first session. Over 1,300 counsellors available Nationwide.</p> <p>The service also includes Cognitive Behavioural Therapy (CBT). Employees can seek help during the early stages of a problem and can talk to somebody at any time of the day or night.</p> <p>Provides access to an Online Health and Wellbeing Portal which offers a variety of articles and self-help guides on a range of health and advisory issues as well as guidance and support to aid all employees' physical and mental health.</p>

### **CPP Group Personal Pension Scheme**

Current Provider	Royal London
Employee Tax Cost	Nil
Entitlement	The Company will pay 6% of basic salary provided the employee invests 3% (gross). If you choose to increase your contribution to 4% of basic salary, the company will increase their contribution to 8%
Who to contact	General enquiries contact details - <a href="mailto:customerqueries@royallondon.com">customerqueries@royallondon.com</a> - 0345 6050050

	Pension Transfer Service Telephone Number: 0370 8501986
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### **CPP Car Scheme**

Current provider	CPP
Entitlement	<p>Business Need Car Scheme – offered to staff who will travel by car on business in excess of 4000 miles per annum. CPP contribute to the cost of the car to support business travel.</p> <p>Salary Sacrifice for Car scheme - open to all employees as a benefit not linked to business travel. Great savings made through public sector discounts, tax, NI and pension contribution.</p>
Who to contact	<p>Sue Rodriguez- <a href="mailto:Sue.rodriquez@nhs.net">Sue.rodriquez@nhs.net</a></p> <p>Julian Clarke- <a href="mailto:Julian.clarke@noecpc.nhs.uk">Julian.clarke@noecpc.nhs.uk</a></p>

If you have any further queries about your eligibility for CPP benefits, please contact the following below:

Shade Gotau CPP HR Advisor- [Shade.Gotau@gstt.nhs.uk](mailto:Shade.Gotau@gstt.nhs.uk) - 07970519081

Angela Paradise CPP HR Business Partner - [Angela.paradise@gstt.nhs.uk](mailto:Angela.paradise@gstt.nhs.uk) - 07970518516

Jane Slatter CPP HR Lead - [Jane.Slatter@gstt.nhs.uk](mailto:Jane.Slatter@gstt.nhs.uk) - 07970506402

Please note that advice on specific schemes, particularly financial advice, must be sought from the scheme provider.