



HEARTBEAT & HAPI APPS



Both these platforms include everything related to team member reward and recognition as well as Portico wellbeing tools.



Instant vouchers to save money on the go.



Discounted reloadable cards which can be topped up online or by phone.



CORE BENEFITS



- **Pension***: Auto enrolment into workplace pension scheme (5% employee and 3% employer contributions) - all team members.
- **Holiday**: Between 28 and 33 days of holiday per year (including bank holidays) for a five day working week.
- **Enhanced pension**: Matching contribution level from the Company - managers and above.
- **Sick pay**: Enhanced sickness payment from 26 weeks' service - all team members.

**We maintain pension plans through legacy and TUPE arrangements.*



RECOGNITION



- **Service awards**: Celebrating team members' milestone anniversaries across Portico from 1 year of service up to 25.
- **Peer to peer**: Nominating and recognising colleagues using a host of e-cards to say thank you or send best wishes for special occasions.
- **Thank you vouchers**: Line managers can nominate their team members to receive a monetary e-voucher for going the extra mile in their daily job.
- **Portico People Awards**: Invite to annual celebration service stories and people.
- **Recommend a friend**: Generous rewards scheme for recommending new team members to the Portico family.



HEALTH & WELLBEING



The following benefits are available to all Portico team members.

Private medical cover*

Eyecare voucher

Mental health consultations

Life cover

Employee Assistance Programme

Wellbeing library

Annual health check

Nutritional consultations

Gym membership discounts

Access to digital GP service

Second medical opinion

Cycle to work scheme

**Private medical cover is available to managers and above.*

OTHER

Giving back day: 1 paid day for charity relating to Portico and/or client after 1 year's service.

Learning: Significant investment in learning and development of all team members to support personal and professional growth.

Birthday off: Coming soon.