



# Pay & Benefits Overview

Benefit	Detail
<b>Welcome Bonus</b>	£500 welcome bonus on successful completion of probation
<b>"You at Work"</b>	Access to a huge variety of online discounts and offers for all KFM employees
<b>Tusker Car Lease Scheme</b>	Lease a car from Tusker, under flexible Salary Sacrifice arrangements
<b>Annual Bonus</b>	Annual bonus up to a maximum of 10% of your salary (5% against company objectives and 5% against personal objectives)
<b>Annual Pay Increase</b>	KFM Pay Bands are considered for annual pay increases, subject to the approval of the KFM Board
<b>Pension</b>	KFM will automatically enrol you in a personal Aviva pension scheme and will match your contribution to a maximum of 6%
<b>Employee Referral Bonus</b>	You will be eligible for a £300 bonus payment for everyone you recommend who is then offered a position with us
<b>Annual Leave</b>	27 days of Annual Leave per year, plus 8 bank holidays, plus the option to participate in a buy / sell annual leave scheme
<b>Flexible Working</b>	Flexible working is supported across the organisation including combining home & remote working where suitable to the role
<b>Employee Recognition</b>	Team of the Month awards, <i>Working Together Gets it Done</i> Awards and 'On the Spot' rewards given by line managers
<b>Professional Registration</b>	KFM will reimburse your relevant annual professional registration to a maximum of £300 per year
<b>Hot Drinks</b>	When in the office, tea, coffee and milk is provided by KFM for use by all colleagues and visitors
<b>Learning &amp; Development</b>	Ongoing training and development opportunities through your own Personal Development Plan, support for further qualifications with study leave and CPD funding (subject to application), internal promotion opportunities
<b>Staff Engagement</b>	Our Staff Forum works alongside the management team and colleagues committed to our KFM Values & Behaviours, with monthly Town Hall events, quarterly team building events and regular staff surveys to seek feedback from all staff