

# Pay & Benefits Overview

Benefit	Detail
<b>Welcome Bonus</b>	£500 welcome bonus (payable after probation)
<b>"You at Work"</b>	Access to a huge variety of online discounts and offers exclusive to KFM employees
<b>Salary Sacrifice</b>	Lease a car under the Salary Sacrifice Scheme (after probation and subject to meeting minimum salary requirement )
<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>	Pay bands 1 – 9 may be uplifted on an annual basis
<b>Pension</b>	King's FM 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 per year plus 8 bank holidays. (Following probation, you may participate in a buy and sell annual leave scheme)
<b>Flexible Working</b>	Flexible working is supported across the organisation through a newly introduced policy in place.
<b>Employee Recognition</b>	Team of the Month awards, and 'On the Spot' rewards given by line managers
<b>Registration</b>	King's FM will your relevant annual professional registration to a maximum of £300
<b>Hot Drinks</b>	Free tea, coffee and milk
<b>Learning &amp; Development</b>	Ongoing training, CPD and internal promotion opportunities alongside our Hi-Potential Employee Programme
<b>Staff Engagement</b>	Our Staff Council works alongside the management team and colleagues committed to our King's FM Values & Behaviours, with monthly Town Hall events, quarterly team building events and regular staff surveys to seek feedback from all staff