

Armstrong Watson

Colleague Benefits

ArmstrongWatson®

Accountants, Business & Financial Advisers

www.armstrongwatson.co.uk



Introduction

At Armstrong Watson, we believe that our people really are our biggest asset. It is the people that make Armstrong Watson the business that we are and it is you that help us deliver on our Quest helping our clients to achieve prosperity, a secure future and as a result, peace of mind.

That's why we offer an exciting range of benefits, flexible working, a personal focus on you, your career and your wellbeing. Most importantly, you will work with really great individuals who make up the Armstrong Watson team.

We give you access to the tools you need to stay healthy, enjoy a great work/life balance and take care of your finances now and in the future, and as everyone has different goals, your benefits can be tailored to suit your needs.



When you're with Armstrong Watson, we are with you...

Receiving the following benefits:



Competitive salary, with regular reviews

Salary sacrifice pension scheme



Income protection (if you are unable to work due to ill health)



Life assurance



A health care cash plan that pays for your routine healthcare costs



Access to High Street and online discount and cashback scheme



Enhanced annual leave with service



Annual leave purchase scheme

Investment in your development, including full training cost and study time



Paid professional membership fees



Up to 20 days full sick pay



Free eye tests and flu jabs



Financial advice provided by Armstrong Watson Financial Planning & Wealth Management (AWFP)



Long Service Award



Smart working



Colleague of the Month Award



Access to hundreds of online training courses

Our Health & Wellbeing

To help you look after yourself inside and out, we offer you a healthcare cash plan and the ability to claim back flu vaccinations, as well as access to virtual GP and general medical advice via Health Shield.

Colleagues also have access to a 24/7 confidential advice line for personal or work matters.

We have Wellbeing Champions who are trained Mental Health First Aiders to help sign post colleagues advice and support.

Our Smart Working

Armstrong Watson is committed to helping all colleagues manage an effective work life balance. By enabling a flexible approach to working, we seek to support a balance between personal interests, family commitments and work demands, while still maintaining a high level of client service.

Smart Working will help to support colleagues in achieving a good work life balance. We are a “happy to talk flexible working” employer. For individuals, this means having the ability to work with your line manager to agree the best times and places to work, varying start and finish times and choosing work settings that suit the nature of the task and personal preferences. Smart working also includes the ability to purchase extra annual leave.

Our Community

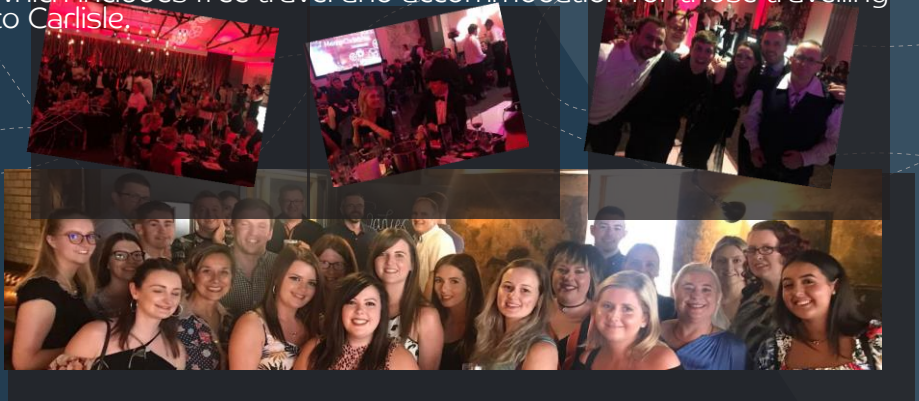
We directly invest and support the communities we live in - from our charity of the month, to supporting our clients fundraising efforts and events across our offices.

We endeavour to reduce our adverse impact on the environment.



Our Social Events

In addition to social get togethers held locally, we run a summer social event and Christmas party on the first Friday in December, which includes free travel and accommodation for those travelling to Carlisle.



Our Lifestyle

Armstrong Watson offers benefits to suit your lifestyle and promote a healthy work/life balance. You will benefit from a minimum of 21 days holidays, plus bank holidays, pro rata, accruing a day after each year (up to 26 days). Individuals on Manager's terms & conditions will be entitled to 26 days holiday. We provide the option to buy additional annual leave (to a maximum of 5 days pro rata for part timers).

Armstrong Watson is a partner of Health Shield, which means our employees can access high street and online discount enabling employees to not only save money, but to build a cashback balance which you can transfer to your current account.

Your Career

We offer tailored career paths with any required training and study support in addition to payment of Professional Body Membership fees.

Dress for your Diary Friday



Dress for your diary Fridays allows a more relaxed dress on a Friday, providing you are not meeting clients.

Peace of Mind

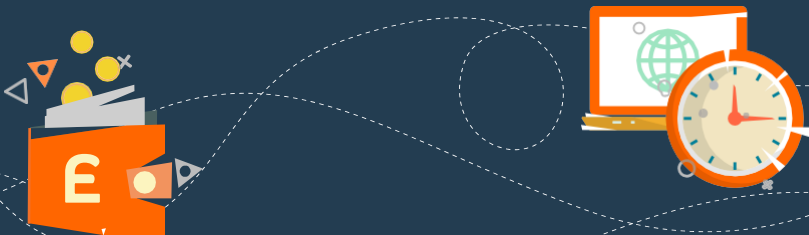
To provide peace of mind for you and your family we provide you with life assurance cover of up to 4 times your annual salary. This benefit is accessible to those who are part of our Pension Scheme.

All employees will be entered into the Pension scheme which is funded by way of salary sacrifice. The minimum sacrifice is 5%, with a contribution of 3.1% from us.

As an employee of Armstrong Watson, you are entitled to receive 50% discount on any financial advice provided by our own in house Chartered Financial Planning team. Armstrong Watson Financial Planning can also arrange access to fee free mortgage advice through our relationship with London & Country who are one of the biggest mortgage brokers in the UK.

Income Protection

If you are unable to work due to ill health, our income protection cover will provide up to 50% of your salary.



Come Join Us Scheme

The "Come Join Us" bonus is an initiative whereby colleagues will be financially rewarded for helping to recruit new Armstrong Watson colleagues.

Roles	Value of the 'Come Join Us' bonus
Director/Senior Manager	£2500
Manager/Consultant	£1500
Supervisor/Senior	£1000
Accounting Assistants / Audits Assistants / Administration roles	£750

Long Service Awards

Armstrong Watson recognises the loyalty and commitment of colleagues through a voucher scheme.



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