



PAM  
Group



INVESTORS  
IN PEOPLE



## Your Future, Our future

### Company Sick Pay

On occasions colleagues are sick and the company offers sick pay to colleagues. This payment is not a contractual right other than the payment of Statutory Sick Pay (SSP). Company Sick Pay (CSP) is paid to colleagues as an act of benevolence and is paid at the sole discretion of the Directors. CSP is offered on an individual basis and will always be subject to review by your Director. CSP can include payment of salary, bonus or any rehabilitation support costs.

### Vision of PAM

PAM is a growing organisation and our plans for development are only limited by our ability to deliver our services to the highest standards. This creates opportunity for colleagues to grow in the business, and for development opportunities and internal promotion. We will always look to offer internal promotion vacancies to PAM colleagues where appropriate.

### Childcare Vouchers

PAM understands the issues that arise when trying to fund and find appropriate childcare. To help support this, we offer employees the opportunity to purchase tax free and NI exempt vouchers, done by a salary exchange scheme. Details of the scheme can be obtained from the Finance Manager or via our intranet.

### Health Cash Plan

Keeping healthy is an expensive business; a trip to the dentist or optician can have a drastic effect on the bank balance. This is why we have incorporated a benefit for all our staff. Happy healthy staff, mean a happy healthy work environment.

### The new benefit is a health cash plan and the way in which it works is:

- PAM will pay your individual premium for you annually
- Opportunity to add voluntary partner premium
- 100% reimbursement on cash benefits and no qualifying periods or medical required
- The plan includes financial help towards many different medical services including dental, optical, chiropody and counselling. The service also includes an employee assistance programme, which is available to the policy holder and immediate resident family.

### Refer a Friend Scheme

As we are constantly trying to recruit the best staff, PAM Group recognises that our colleagues may know candidates who may be interested in working for PAM. As a Thank you for colleagues introducing their friends to us, we have a Refer a friend scheme, where our colleague receives a voucher to say thank you.