



JUST IT
Making IT Happen

COMPANY BENEFITS

“Reaping the rewards”

Structured salary increases and bonuses for support staff

“Phone a friend”

Access to an independent advice and counselling helpline for any work or personal problems

“Looking to the future”

Contributory pension scheme (matched by employee up to 3%)

“Keeping fit”

50% off gym membership at Fitness First

“Protecting your health”

A private health insurance scheme for your wellbeing and peace of mind

“Developing your skills”

Support with external training courses as part of your professional development

“Letting you pursue your dreams”

4 weeks' sabbatical leave after 3 years, 2 months' sabbatical leave after 5 years.



“Removing the limits”

Uncapped commission with no threshold for sales staff

“Giving recognition”

Quarterly and yearly achievement awards

“Helping you see clearly”

Free VDU eye tests and discount vouchers on glasses



Benefit Details

Financial Benefits

- **Company Pension**
Company contributory scheme (matched by the employee up to 3%) once you have completed at least one year's service.
- **Season Ticket Travel Loan**
An interest free season ticket loan is offered once you have successfully completed your probationary period. This allows you to take advantage of discounted travel costs through purchasing an annual season ticket. Payments for the annual loan will be deducted from your salary over the course of 10 months.
- **Childcare Vouchers**
A tax free salary sacrifice scheme where employees can sign up to receive childcare vouchers through Kiddicare.
- **Great Ideas Implementation Award**
A gold, silver or bronze award up to the value of £100 for ideas submitted to suggestions@justit.co.uk
- **Salary Increases**
Structured salary increases and bonus structure based on performance.
- **For Sales Consultants**
Uncapped commission and numerous team incentives.



Health Benefits

- **Aviva Private Medical Insurance Scheme Including Dental & Optical**
Everyone is automatically entitled to private healthcare insurance after one year's service.
- **Subsidised Gym Membership**
50% discount on gym membership with Fitness First once you have completed 3 months' service.
- **Eye Care Vouchers**
Free VDU eye tests and a discount off glasses.

Free Employee Assistance Helpline

- Confidential counselling and advice service for legal advice, money advice, personal support or guidance.



Time Away

- **Increasing Holiday Time**
22 days holiday increasing by a day per year up to 25 days (28 days for managers).
- **Sabbatical Leave**
After three years' service you will qualify for up to four weeks' sabbatical (three weeks unpaid and one week paid). Three months notice must be given.
After five years' service you will qualify for two months' sabbatical (one month unpaid and one month paid.) Six months notice must be given.
- **Unscheduled Leave**
Paid compassionate leave and sick pay available after successful completion of probation period.
- **Buy & Sell Your Holiday Time**
A flexible benefit, giving employees the opportunity to purchase or sell holiday days through a salary sacrifice scheme
- **Holiday Lottery**
Two £750 holiday draws per year for all eligible staff

Company Events

- **CEO Lunch & Open Forum**
Discuss your ideas directly with our senior management team.
- **Quarterly Events & Parties**
Company sponsored social events including free Christmas and Summer parties.



Charity & Community

- **Company Charity Bank**
Opportunity to take paid days off to support charity.
- **Community Involvement**
Take part in 'The Network'; our company group dedicated to social responsibility.
- **Blood Donation**
Half day paid leave to donate blood.



Training & Personal Development

- **Training Provision**
External training courses as part of your personal and professional development (to be agreed with your manager).
- **Achievement Awards**
Quarterly and annual prizes for top performers across the business.
- **Structured Career Progression & Appraisals**
Support and guidance to help develop your career.

**Got questions
about any of
Just IT's
benefits?**

Email
hr@justit.co.uk

....and more benefits as we grow!



“Keeping everyone refreshed”

Free daily milk, soft drinks and fruit

“Letting your hair down”

Quarterly company-supported social events and adventures

“Supporting your personal development”

Structured career progression and appraisals

“Looking after your little ones”

A tax free salary sacrifice scheme to receive childcare vouchers through Kiddicare



“Supporting your charity”

Paid days off for charity work from our charity day bank

“Taking a break”

22 days holiday increasing up to 25 (or 28 for Managers)

“Joining a network”

Join 'The Network' - our employee driven CSR and charity group

“Making a difference”

Half day off to give blood

“Recognising innovation”

Awards of up to £100 for great ideas which help the company

“Taking the sting out of travel”

Annual interest free travel loan

“Rewarding your efforts”

Numerous calling and team financial incentives for sales staff

“Going to party”

Free company-wide Christmas and summer parties

