



our health, wellbeing and benefits programme

There are many reasons that make Wilkin Chapman a great place to work, including our training and development opportunities, reward and recognition and health and wellbeing initiatives.

We recognise the importance of looking after yourself and your family, which is why we also offer an excellent benefits package to help you achieve a healthy work-life balance.

We are committed to making your work-life enjoyable through our inclusive, friendly culture and our highly valued team members.

Our STAIR values are at the heart of our organisation, they define who we are and underpin everything we do.

Involvement in charitable initiatives from volunteering days to pro-bono work and regular staff social events will all play a part in your life here at Wilkin Chapman.



Health & Wellbeing

- **Westfield Health Cash Plan**

Allows you to claim money back, up to set limits, towards the cost of your essential healthcare, as well as providing access to valuable health and wellbeing services.

Children are gifted in some core areas. Spouse/partner cover can also be purchased.

- ***Private Health Insurance (PHI)**

Gives you quick access to private facilities and treatments and helps pay for any high, unexpected private medical bills you may need covered. Spouse/partner cover can be purchased.

- **Employee Assistance Programme (EAP)**

Access to a 24-hour advice and information line.

- **Wellbeing Programme**

We offer a range of health and wellbeing initiatives including campaigns, webinars, external speakers, newsletters and lots more!

- **Wellbeing Ambassadors**

Provide a point of contact for employees who are experiencing mental health challenges or emotional distress.

**If applicable to your role*

Employee Benefits

- **Group Personal Pension Plan**

Via salary sacrifice or net pay (matched contributions up to 5%) or auto enrolment (based on statutory entitlements)

- **Life Assurance**

Offered at 3x basic annual salary to provide peace of mind for your family.

- **Competitive Holiday Entitlement**

Increases with length of service. Starting from 22 days per holiday year, plus bank holidays.

- **Discretionary Holidays at Christmas**

Usually 3/4 days each year.

- **Westfield Rewards**

Exclusive access to discounted retail therapy.

- **Discounted Legal Fees**

Save money on a variety of legal services, subject to meeting the criteria as set out in the policy.

- ***Professional Annual Subscriptions**

Payment of 2 professional annual subscriptions.

- **Referral Incentives**

Available subject to meeting the criteria of the relevant policies.

- **Agile working**

The ability to work flexibly, subject to the criteria of the current policy.

- **Car parking**

The cost of parking may be met by the firm or a discounted parking permit is available to purchase depending on your role.

Reward, Recognition & Development

- **Annual Salary Reviews**

- **Discretionary Bonus**

Ability to earn a bonus, based on exceptional performance above and beyond the normal parameters of the job.

- **STAIR Value Awards**

You could receive a voucher if a colleague recognises your efforts in promoting our values.

- **Long Service Awards**

We recognise our employees who have dedicated themselves to the business.

- **Personal Learning and Development Plans**

- **Career Development Opportunities**

- for example:

- How to become a Solicitor
- Promotion from Solicitor to Senior Solicitor
- Promotion from Senior Solicitor to Fixed Share Partner

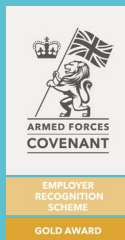


**For further information please
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