



Employee Benefits

Offering a range of benefits to our UK-based employees to support individual lifestyle choices.



Discretionary Bonus

An annual **discretionary bonus** may be paid to employees in non-commission roles. This bonus reflects company profitability and individual performance.

Pension Scheme

Contributions are made by the company in line with legislative requirements on an **auto enrolment basis**.



Company Sick Pay

We all get unwell from time to time, and to support our employees we offer an **enhanced company** sick pay scheme.



Life Assurance

The company offers life assurance of **2x times basic salary** to all employees.

Annual Leave

All employees are entitled to **25 days annual leave** per year, plus public holidays.



Benefits & Reward Platform

Our platform, Perkbox, includes a reward and recognition scheme, offering free perks, discounts and a wellbeing hub to support our employee's mental health and physical wellbeing.



Health & Wellbeing

Our programme offers a **suite of services**, including Employee Assistance Programme, Wellbeing Hub, Online GP services, eyecare, flu vaccination and cycle to work schemes, so you'll be well supported.

Hybrid Working

We offer hybrid working arrangements between home and our UK office locations. This ensures flexibility while maintaining team collaboration.



Flexible Working

We understand that flexibility helps people thrive. That's why all employees can request flexible working arrangements. With core hours from 9:30am to 4:30pm, we offer the freedom to shape your workday around your life, while still staying connected with your team.



SAYE (Save as you earn scheme)

The opportunity to save a fixed amount every month through a **SAYE scheme**, for a designated savings period of 3 years. At the end of the savings period, those who have taken part will receive a guaranteed tax-free bonus.

Recruitment Referral Scheme

To reward our employees for referring new talent to the company, **we pay £2,500**. when a new recruit is offered the job and successfully passes their 6-month probationary period.



Free Independent Financial Advice

Provided by **CMS Wealth** on an annual basis to all staff.



Will Writing Service

The free service is provided remotely, either by telephone or video call. You will have a **will specialist** to help you complete each step, from start to finish.

Professional Memberships

We understand that continued professional development is important to our employees, so we cover the cost of our employees' **professional fees** and **membership subscriptions** where it is related to their role.



Talk to us

Start your career with Netcall today

[JOIN OUR TEAM](#)