



TEL – Benefits Summary (Manager)

Contractual

- **Holiday entitlement** - starts at 4.6 weeks (23 days for full-time) plus bank holidays, increasing by 0.2 weeks from the new holiday year once you have completed a full years' service, up to a maximum of 5.2 weeks (26 days for full-time) plus bank holidays. Plus, an additional day's holiday on reaching 10 years' service.
- **Tate Day** – Tate Galleries are closed on Christmas Eve, this 'Tate Day' is not a public holiday, however, managers are paid for Tate Day in addition to annual leave entitlements and public holidays.
- **Company Sick Pay (CSP) entitlement** – CSP is paid at full basic rate of pay (or 'tops up' SSP rate to equal full basic rate). CSP is payable after completion of your probationary period and entitlement increases based on length of service, as detailed below:

Length of Service	CSP Entitlement
3 months – 2 years' service	4 weeks entitlement per annum. Plus, 11 weeks at 3 quarters of basic pay for long-term absence only (not applicable for short-term absence).
More than 2 years' service	6 weeks - full pay 14 weeks – on $\frac{3}{4}$ of basic pay for long-term absence only, 5 weeks – on $\frac{1}{2}$ of basic pay for long-term absence only.

- **Pension** – The Company will pay a matched minimum contribution of 4% of your gross annual salary, in line with legal requirements. If you choose to increase your contributions at any time, the Company will match this up to 6%.
- **Maternity/Adoption Pay** – in addition to the statutory entitlements, the Company offers enhanced pay entitlement for managers, please see this detailed below. The same qualifying periods and other statutory conditions still apply.

Full Basic Pay	SMP	Unpaid Leave
16 weeks	23 weeks	Up to 13 weeks

- **Paternity Leave** – eligible non-birthing parents have the right to take up to 2 weeks statutory paternity leave, in addition to the statutory paternity leave, the Company offers an additional 2 weeks leave, giving 4 weeks in total, paid at your full basic rate of pay. The same qualifying periods and other statutory conditions still apply to this additional leave.
- **Management Bonus Scheme** - On successful completion of your probationary period, you are eligible to receive a potential bonus of 10% of your basic pay, per annum. Bonuses are paid on a bi-annual basis; a potential 5% bonus for each half-year period (1st April - 30th September and 1st October - 31st March). Bonuses are subject to achieving the budgeted net profit for your department/site.

Financial

- **Your Benefits** – Access to a huge range of discounts at shops and websites through the online platform and on the Smart Spending App.
- **SmartTech** (through Your Benefits) – apply for a loan to purchase tech items from Currys, and spread the payments through your salary, interest-free up to the value of £1000.
- **SmartFit** (through Your Benefits) – discounts on gym memberships and other fitness related retailers.
- **Cycle to work scheme** - a tax-efficient benefit that saves you money on a new bike and spreads the cost, up to the value of £1000.
- **Medicash** – A contributory healthcare cover plan that covers the cost of your everyday healthcare, such as optical and dental treatments, physiotherapy appointments, private screenings, complementary therapies, and more.
- **Eyecare vouchers** – vouchers provided by Specsavers for a full eye examination and discount off glasses, if required.
- **CODE Membership** - Access hundreds of industry-exclusive offers via the CODE app, keep up with the latest industry news and receive invitations to hospitality events.
- **Tate Discounts** – discounts in all retail outlets, online shop and catering outlets, as well as access to a variety of cold beverages at cost price plus VAT.
- **Tate Boat** - Free passage on the Tate to Tate Boat service, between London sites during office hours.
- **Group life assurance scheme** - provides a lump sum benefit amounting to your basic annual salary and is payable to your beneficiaries in the event that you die while in the employment of Tate Eats.
- **Quarterly performance Award** – an award of £50 plus a day's holiday for one employee per department on a quarterly basis, based on peer-to-peer nominations.
- **Long service awards** – Employees are eligible for a complementary meal or voucher on the completion of two years' service, five years' service and every five years thereafter.
- **Recruitment reward scheme** – A reward payment to current employees who successfully introduce a new employee into the organisation. Reward values vary based on the level of the staff member who is introduced.

Wellbeing

- **Blended Working Policy** - we want to support colleagues to do their best work, have a good work life balance and work flexibly, whilst staying connected. Blended working combines onsite and remote working in a way that balances the needs of the Company, your team and yourself. Where, when, and how you work might depend on the task you are doing and the kind of role you have, and will be agreed with your line manager.

- **Your Benefits** – Access a wide range of wellbeing support through the Wellbeing Centre - a site dedicated to your physical, financial and mental health where you will find lots of information and resources to support a healthier lifestyle.
- **Additional leave purchase scheme** - Purchase up to an additional 2 weeks' annual leave and split the cost over the year.
- **Employee Assistance Programme** – Access to 24-hour counselling, support and guidance over the phone and online for personal and work issues.
- **Mental Health First Aiders** – trained colleagues who provide support and act as the first point of contact for anyone wanting to talk about their mental health.
- **Free Flu Jabs** – all staff are offered a free annual flu jab onsite or with a Boots voucher.

Developmental

- Company funded qualifications in Food Safety, Wine (WSET) Beer (WSET) and Coffee (SCA), Management training courses and many more.
- **Training loans** - Employees who have passed their probation may apply for an interest free training loan for any business-related course.
- Food & beverage tastings, producer & supplier trips

Cultural

- **Tate Etc.** – 3 free Tate Etc. magazines per year.
- **Tate Exhibitions** - Free admission to all Tate exhibitions for you and up to 5 guests, or access to complementary tickets for up to 6 friends and/or family members.
- Access to members private views, employee previews & public events
- **NMDC**– Access to national museums and areas of historical interest with your Tate staff pass through the NMDC.
- **ICOM** – ICOM cards are available to borrow from the company to enable free access to international museums and galleries.