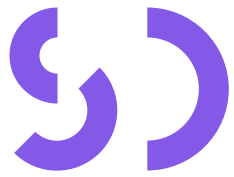


SD Engineers Employee Benefits





Employee Benefits

We are SD Engineers

A practice of imaginative structural and civil engineers.

Each member of our team is an important cog in what makes us SD.

We offer an industry-leading benefits package to our team at SD to encourage and promote a healthier work-life balance, improve enjoyment at work and general well-being.



Employee Benefits

Professional Development

- One day a month training time for all staff.
- In-house CPD every week, with free lunch for the session.
- Training and support to achieve chartership with IStructE or ICE, including mock interviews and past exam paper study groups.
- Annual subscription to either IStructE or ICE.
- Costs for Exam and Interview covered by SD.
- Paid Study Leave provided.
- Monthly 'check ins' with senior management to discuss and support individual development actions plans to help achieve career goals.

Technology Salary Sacrifice

- Computers, laptops, tablets, phones and more can be purchased via salary sacrifice with costs spread out over 12 months.
- Cost benefit is saving on income tax and National Insurance contribution.

Pension

- Auto-enrolled into SD's pension with The Peoples Pension.
- SD will match contributions up to a maximum of 6% qualifying earnings (12% total contribution).

Eye Care

- SD will pay for regular eye examinations for all VDU users up to the value of £30 and contribute up to £50 towards the cost of new spectacles if deemed necessary for work.



Enhanced Sickness Leave

- 20 days of full pay sick leave allowance. Please refer to policy for more information.

Profit Share Bonus Scheme

- A generous profit share bonus scheme is offered, up to 15% for exceptional performance (average bonus over 10% in 2023). Annual bonus determined by the Directors based on individual and company performance.



Employee Benefits

Social events

- Annual Summer Fun Day, funded by SD. The whole team comes together to socialise and enjoy an organised activity and lunch. Recent years included white water rafting, axe throwing, and an overnight trip to Brussels.
- Annual Christmas social starts with secret santa and drinks at the office, followed by Christmas Lunch organised and paid for by SD.
- Regular pub social organised for the last Thursday of each month, with the first round of drinks funded by SD.
- Alcohol free socials organised and funded by SD on a monthly basis for anyone wanting to attend.
- Recent events include walking tours, crazy golf, concerts, and building tours.
- Weekly Wellness Sessions organised with Monday focusing on an in-house yoga session and a brisk walk taking place on Thursdays.

Employee Assistance Programme

- All staff have 24/7 access to two Employee Assistance Programmes: Peninsula and Bravo.
- Both offer resources, employee wellbeing programmes, and access to trained therapists.

Cycle to Work

- Cycle to Work Scheme offered, bike paid via salary sacrifice with costs spread out over 12 months.
- Cost benefit is saving on income tax and National Insurance on the value of the bike.

Referral bonus

- SD offer a £1000 bonus for successful new employee referrals.





Employee Benefits

Flexible Working

- Work from home up to two days a week. Core working hours at the practice are 10am - 12pm and 2pm - 4pm, offering flexibility when needed.

Extended Remote Working

- For all employees with one year of service, it is possible for you to request to work from anywhere in the world for up to two weeks per year.

Flexi Time

- Employees can accrue up to 12 days per year of Flexi Time to book as time in lieu.

Annual Leave

- Holiday entitlement is based on 26 days annual leave per year (34 days including bank holidays).
- Two extra annual leave days are awarded on an employees 5th anniversary, and two more days on the 10th anniversary.
- Employees also have the option to buy up to five additional days of annual leave.

Enhanced Paternity and Maternity Pay

- For employees with at least 1 year of service, you qualify for Enhanced Maternity Pay. You will receive full pay for the first six weeks of leave, followed by 25 weeks at 50% of your full salary.
- If you have at least 26 weeks continuous service, you will receive Enhanced Paternity Pay which is full pay for two weeks.



Enhanced Adoption Pay

- For employees with at least 1 year of service, you qualify for Enhanced Adoption Pay. You will receive full pay for the first six weeks of leave, followed by 25 weeks at 50% of your full salary.

Sabbatical Leave

- If you have been an employee at SD for a minimum of five years, you are eligible to apply for an unpaid sabbatical leave for up to 12 weeks without any change to your position or contract upon your return.