



WHITTLEBURY PARK

Management Structure and Benefits

Whittlebury Park Management Structure		
Senior Leadership Team	M1	Management
Senior Management Team	M2	Management
Heads of Department	M3	Management
Supervisors	S1	Staff & Supervisors
Other Permanent Staff	S2	Staff & Supervisors
Casual Staff	S3	Staff & Supervisors

Key	
⊗	Includes partner
⊕	Needs only basis
#	Does not accrue lieu days
\$	Greater than 7 yrs service

Benefits Table						
	M1	M2	M3	S1	S2	S3
Employers Pension Contributions (Basic)	14%	7%	3%	3%	3%	3%
Additional Employers Pension Contributions (Matched)			2%	2%	2%	2%
Death in Service Benefit	4x	4x	4x	4x	4x	4x
Private Healthcare	✓	✓	x	x	x	x
Car Allowance	✓	⊕	x	x	x	x
Golf Membership	✓⊗	✓⊗	✓	✓	✓	✓
Leisure Membership	✓⊗	✓⊗	✓	✓	✓	✓
Basic Holidays	25+8 [#]	25+8 [#]	20+8	20+8	20+8	20+8
Additional Holidays after 3, 5, 8, 10, 12, 15 years' service	✓	✓	✓	✓	✓	✓
Sick Pay	✓	20 days	10 days	SSP	SSP	SSP
Enhanced Sick Pay - up to 60 days Full pay for required medical operations	✓	✓	✓	\$	\$	\$
Enhanced Maternity Pay	✓	✓	x	x	x	x
Hotel Accommodation Benefits	✓	✓	✓	✓	✓	✓
One day pass for Spa	Free	£10	£10	£10	£10	£10
Occasional Hampers/Gift vouchers	✓	✓	✓	x	x	x
Ocasional Goodie Bag	x	x	x	✓	x	x
Westfield Health (cash plan)	✓	✓	✓	✓	✓	x
50% discount on F&B for employees and groups up to 8	✓	✓	✓	✓	✓	✓
20% discount on F&B for employees and groups up to 20	✓	✓	✓	✓	✓	✓
20% on treatment and hair appointments booked Monday to Friday	✓	✓	✓	✓	✓	✓
10% discount on Spa and Hair products	✓	✓	✓	✓	✓	✓
50% on hair cut if booked on the day	✓	✓	✓	✓	✓	✓
Discounted rate for any special event (maximum 4 people) subject to availability	✓	✓	✓	✓	✓	✓
Personal Birthday card and wine/chocolate	✓	✓	✓	✓	✓	✓
Christmas wine/chocolate	✓	✓	✓	✓	✓	✓
Discounts on new cars for entire family (Fiat, Jeep, Alfa Romeo, Nissan & Infinity)	✓	✓	✓	✓	✓	✓
Discount on Haven holiday park	✓	✓	✓	✓	✓	✓
Virgin Experience Days – minimum 25% Dis	✓	✓	✓	✓	✓	✓
Entry into the internal monthly Lottery - 5 winners receive £50 net each	✓	✓	✓	✓	✓	✓
Entry into employee of the month - 2 winners receive £100 net each & lunch	✓	✓	✓	✓	✓	✓
Entry into Annual Employee Awards	✓	✓	✓	✓	✓	✓
Access to 2 meals a day in the staff canteen	✓	✓	✓	✓	✓	✓

