

Eiffage Employment details

The below details Eiffage UK employment contractual terms and conditions, and employee benefits.

Employer - Eiffage Genie Civil UK

Location – Birmingham

Salary - TBC

Notice period – TBC

Bonus - The Company currently operates a bonus scheme for employees in your position, with maximum bonus opportunity of 10% basic pay. Applicable criteria and rules of any bonus scheme and bonus objectives will be notified to you each year.

Holidays - 26 days + Bank Holidays. The Company's holiday year is 1 January to 31 December

Pension - At the date of issue of this contract, our standard contribution for employees at your position is as follows: The Company shall contribute an amount equal to 7% of your salary, and you shall contribute an amount equal to 4% of your salary, to the Scheme during each year. You can attract higher Employer contributions by paying Additional Matched Contributions (AMCs). Your Employer will match each additional % you pay up to a maximum of 10% employers contribution. Your Employer's contribution will not exceed 10%

Car - Provided that you hold a current full driving licence, the Company shall supply you with a car in accordance with its Company car policy. You may "trade out" of this benefit altogether and receive a car allowance from the Company in lieu. You will be entitled to a car allowance of £ 6100 per annum. The allowance covers all the costs of running the vehicle; purchase, tax, business insurance, servicing, parts and MOT. You will not be able to claim business expenses against these costs.

Private Healthcare - Eiffage operate an employee private healthcare scheme with BUPA. You will be entitled to choose your level of cover to include family, spouse and/or individual as required

Life Insurance - Eiffage operate an employee Life Insurance policy which cover provision of 4 x employee basic salary

Expenses - You will be reimbursed all reasonable expenses relating to travel, accommodation and other out of pocket expenses incurred on authorised Company business upon production of receipts or other suitable evidence of expenditure and subject to the Company's other policies, rules and procedures as regards expenses which are applicable from time to time. You will be entitled to claim expense costs for membership to one Professional Body per annum related to your profession and/or discipline.

Living Allowance/Subsistence - The Company may at its discretion provide subsistence to staff who live away from their permanent address and have a financial liability for a temporary residence close to the office or the site. At the date of issue of this contract, our standard Taxed Subsistence Allowance is £9,000 per annum for office based staff.

When a project moves to site, we will revert to paying untaxed subsistence based on the WRA nightly rate and any taxed subsistence will cease.

As part of your assignment on the HS2 project in the Birmingham offices, and in recognition of the cost of living in Birmingham, a further taxed allowance of £500 per month will also be paid to those on taxed subsistence. This is paid at director discretion and can be withdrawn.

If you are in receipt of taxed subsistence, you will also be eligible to receive a taxed Disturbance Allowance based on the following:

- 2 hours travel from permanent address to office – 4% of annual salary
- 3-4 hours travel from permanent address to office –6% of annual salary
- Over 4 hours travel from permanent address to office –8% of annual salary