

OC Benefits in brief - why you should work for Midlands Co-op

BENEFIT	WHAT IT MEANS TO YOU
Car recovery or rescue service	Available at a competitive price to employees and their partners, and qualifies for staff discount
Career progression framework	We ensure the career development of all employees and support participation in appropriate training and development programmes
Childcare vouchers	We offer childcare vouchers to employees with responsibility for childcare (parents/guardians), which are both tax and National Insurance free and dependent on scheme rules
Communications with staff	We have a comprehensive communications framework which includes team briefing, a biannual staff magazine and an intranet
Death benefit Scheme	At the discretion of the Society and in accordance with scheme rules, we can make a payment to the spouse or dependent(s) of an employee who dies in service
Diversity in the workplace	We are committed to an active Diversity Policy in recruitment and selection, training and development, performance review and promotion throughout the time of your career with us
Employees' Fund	The Fund provides a range of health and welfare related benefits, including financial assistance in times of long illness, grants towards dental, optical and day case treatments etc, all for a weekly subscription of just 75p
Family friendly employer	We believe it is important that employees balance their lives between work and home and that parents should be supported, particularly in the early years of their children's lives. We will also consider sympathetically reasonable requests for special leave of absence including maternity, paternity and adoption leave
Flexible working arrangements	Employees with children under six (or 18 if they have a disability) with 26 weeks' continuous service have the right to request a variation to their contract to enable them to care for the child
Health insurance	Individual or family membership of a health insurance scheme is available for a small weekly subscription to all employees. A specialist Cancer Assist scheme is also available
Long service awards	Employees who have 20, 30 or 40 years' consecutive employment receive a gift of £200 worth of Co-op vouchers to spend on goods or services from Midlands Co-op outlets
Membership of the Society	Staff are encouraged to participate in the democratic affairs of the Society by becoming a member. The minimum cost of this is just £1 which opens a member's share account and entitles you to a members' card which allows you to accumulate points against expenditure, for which you will receive gift vouchers according to spend. These can be redeemed against goods and services at MCS outlets
OC Card	After 13 weeks' continuous service, staff qualify for employee discount via our OC Card. This offers you between 5-15% on products and services supplied by Midlands Co-op
Pay arrangements rates	An annual pay award is negotiated between the Co-operative Employees Association and various Trade Unions. All basic wages exceed the National Minimum Wage and compare favourably with competitor rates
Payroll Giving	It is possible for you to opt-in to 'Payroll Giving', whereby a pre-determined sum of money from your salary is credited to the corporate staff-designated charity on a four-weekly basis

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Pension scheme	Our pension scheme provides a wide range of benefits including retirement pensions and lump sum payments on normal and early retirement, widows', widowers' and registered civil partners' pensions, disability pensions in cases of retirement through ill health and death benefits. Full-time employees (30 hours plus) will automatically be placed in membership. Part-time employees should write to our pensions section giving their authority that they wish to join the scheme
Personal accident Plan	You are eligible to participate in a special Personal Accident Plan, which is open to you, your partner and your family
Professional institute subscriptions	Midlands Co-op will cover the cost of an annual subscription to one professional body, provided that it is relevant to the work you undertake for the Society
Profit-related dividend	Through our Stakeholder Strategy, employees qualify for an annual share of the Society's profits, payable in the form of gift vouchers
Retirement	The Society provides pre-retirement courses covering a range of issues from finance to relaxation. Courses are offered to employees who are approaching retirement
Social opportunities	We have negotiated a range of additional benefits for staff - from gym membership, to motor insurance, from family entertainments to hair and beauty treatments
Society vehicles	Certain categories of staff are eligible for a Society car or a cash sum in lieu of a Society vehicle. We have negotiated an exclusive arrangement for our employees with Co-op Motors Kettering and Peugeot Alfreton. For a monthly payment (ie four-weekly payroll period) staff can rent a brand new Suzuki car or Peugeot, taxed, insured and ready to drive away
Service Excellence	We believe excellent service should be rewarded and recognised. To that end we actively encourage employees and customers alike to nominate colleagues for Service Excellence awards
Sports and social club facilities	We have sports facilities based in Birmingham, Leicester and Derby
Training and development	Everyone has the opportunity to undertake training and development no matter how long they have been with us or how many hours they work
Uniforms	Where appropriate, uniforms are issued free of charge, ensuring a smart appearance at all times, and less wear and tear on your own clothes
Union membership	We actively encourage all employees to take up appropriate trade union membership in pursuance of good employee relations. You will receive full information at your induction. USDAW offers new employees 12 weeks' free membership.
Vision and values	Our vision and values are integrated within all areas of the work place

Full details on all of the above can be found in OC Benefits booklet, provided to all employees, also available on our intranet, OC.net