



CoAction

Staff Incentives

REWARDS AND BENEFITS

At CoAction we recognise our staff and endeavour to provide you with meaningful, relevant benefits and incentives.

This leaflet gives you a brief outline of the benefits/incentives currently offered by CoAction.



Paid Maternity & Paternity Leave

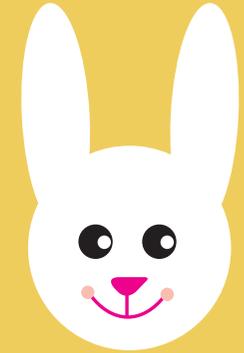
CoAction operate a paid Maternity Leave Policy and a paid Paternity Leave Policy to all eligible employees who meet the required criteria.



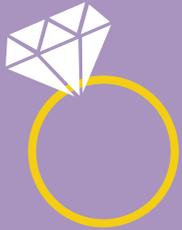
Sick Leave - CoAction operate a sick pay policy to all eligible employees to alleviate hardship as a result of unavoidable absence from work through genuine illness.



Income Protection - The Salary Protection Scheme aims to protect your income against any illness/ disability/ accident or injury that you may have that would result in you not being able to continue working.



Healthy Bunny - As an incentive to promote good attendance, CoAction operates an annual incentive scheme called the *Healthy Bunny* Award. All permanent staff with zero days absence, who meet the criteria will receive one additional day's annual leave and a €100 voucher. One day absence will receive an €80 voucher and a two day absence will receive a €60 voucher.



Wedding Leave - Employees are given one week's extra paid leave immediately before or after their wedding day



Long-Service Vouchers

5 years - €50 10 years - €100
15 years - €150 20 years - €200



Long-Service Days

5 years - 1 extra day annual leave (which will be held)
10 years - 1 extra day annual leave (which will be held)
15 years - 1 extra day annual leave (which will be held)
20 years - 3 extra days annual leave (on a once off basis)



Staff Savings Scheme

All staff members can arrange to have a set amount taken from their monthly salary and put into a savings account, which can be taken out quarterly. This is very useful for Christmas and holidays.



Employee Forum - The Employee Forum is made up of volunteers from across CoAction, to ensure that all departments are represented. They meet on a regular basis to discuss the views and opinions of our staff, improve communication, review policies and resolve issues.



Pension Scheme We operate a contributory Pension Scheme for all permanent employees who meet the required criteria.



Health and Wellness Classes

CoAction are supportive of classes being offered in CoAction (before or after work) such as Yoga, Pilates and so on.



Home Working - CoAction offer a Home Working Policy in order to enable certain staff members to work from home as approved.



Cycle to Work Scheme - We are committed to the Cycle to Work Scheme and the promotion of same.

voucher

voucher

Referral Scheme - CoAction offer a referral scheme, whereby if a staff member refers an applicant to CoAction and they are successfully recruited they will receive a voucher on commencement and a further voucher on successful completion of probation.



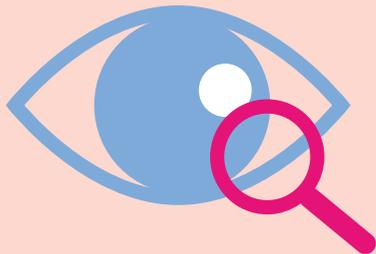
O'Leary's Garage Discount

5% discount on vehicle service/ repairs at O'Leary's Garage, Glengarrif Road, Bantry,



Employee Assistance Programme

(EAP) is a purpose built service that offers a vehicle for employees to resolve the many and varied, personal or work related concerns, which can have an effect on their performance in the workplace. CoAction provide an EAP through VHI Corporate Solutions for all staff members.



Eye Tests

In line with Health and Safety Guidelines, CoAction offer eye tests to all applicable employees.



Supported Training - CoAction are committed to the development of our staff and offer supported training.



Domestic Oil Discount - Permanent Staff Members can obtain a 5% discount on domestic oil from Biggs Oil and Carberry Oil.

We are always open to new ideas on other incentives so please get in touch if you have any suggestions.

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