

# Employee Benefits

We look after our people; we offer flexible working hours, a performance-related bonus and a structured study and training plan. With Quantum, you'll be given the chance to further develop your skills and career.



## Professional Qualifications

We invest in the training and development of our employees, so they have the skills required to do their role to a high standard and Quantum can achieve its objectives.

We recognise several professional qualifications and provide study packages for these including paid time off to study and salary awards or bonuses for successful completion of each exam.



## Holiday purchase / Sale Scheme

Quantum offers employees 24 days annual leave as standard, plus bank holidays on top.

We run a holiday purchase/sale scheme which offers you the opportunity to buy and sell annual leave and also offer a long service award, of 1 additional day's holiday, to employees after every five years of continuous employment.



## Pension

Quantum operates a trust based defined contribution pension scheme. The minimum member contribution is 4% which Quantum matches up to a maximum of 5%.

Quantum operates a Salary Sacrifice mechanism, which means that your salary would be reduced by the amount of contributions, so you save both Income Tax and National Insurance contributions on the amount you exchange.



## Flexible Benefits

Employees can take advantage of a variety of flexible benefits, choosing options to suit their individual needs. This includes the option to join a Health Cash Plan, Will Writing Services and Dining Out deals.



## Bonus

Quantum operates an annual bonus scheme. Bonus payments are made subject to Quantum's overall financial performance and recognises the work, effort and commitment over and above the level normally expected as part of the individual's role.



## Enhanced Maternity and Paternity leave

New parents can benefit from maternity and paternity pay above the statutory levels. The Firm offers full pay to mothers for the first 6 weeks of their leave and 2 weeks full pay for employees taking paternity leave.

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## Retail Discounts

Employees can take advantage of a wide range of discounted high street and online shopping options.



## Income Protection

If you are absent from work due to incapacity for 26 continuous weeks or more, you are eligible to receive payments under Quantum's income protection arrangement subject to acceptance by the insurance provider.



## Critical Illness Cover

This would provide you with a one-off tax-free lump sum payment of (currently) £10,000 if you are diagnosed with one of ten specific medical conditions



## Life Assurance

All employees are covered under Quantum's life assurance scheme, subject to acceptance by the insurance provider. In the event of your death whilst employed by Quantum, the insurance will pay out a sum equal to four times your basic salary at date of death.



## Cycle to Work

Employees can take advantage of buying a new bike or bike accessories through the cycle to work scheme where you can enjoy a new bike and pay for it over 12 months. You'll also save on Income Tax and National Insurance too.



## Employee Assistance Programme (EAP)

From time to time, we all have issues that impact upon our well-being, whether it's a personal matter, family issue, or something that's happening at work. At Quantum, we recognise this and offer an independent Employee Assistance Programme (EAP) available 24/7 to help you manage your work and personal life.



## Volunteering Leave

Quantum values the importance of volunteering and supports employees to volunteer within their local community by providing paid time off.

### Want to know more?

Email: [deborah.wilson@qallp.co.uk](mailto:deborah.wilson@qallp.co.uk)  
or  
[izzy.driscoll@qallp.co.uk](mailto:izzy.driscoll@qallp.co.uk)

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