



# Total Rewards



NY Highways delivers innovative highways maintenance solutions to North Yorkshire, a vast network of roads that stretches for almost 5800 miles.

NY Highways is a modern, diverse and inclusive employer that values its people above all else.

We are committed to developing a future workforce and providing career development opportunities to ensure that all employees are encouraged to maximise their potential and add value to our communities in a socially responsible and sustainable way.

## The benefits of working for NY Highways

The benefits you receive for working for NY Highways go beyond your competitive salary. Our Total Rewards package includes a generous annual leave entitlement, access to lifestyle savings and discounts (including from high street retailers), health and wellbeing support and more.



## Rewarding you at work

- Competitive pay with performance-based pay progression
  - Comprehensive employee assistance programme
  - Pension scheme – with matched contributions up to 6%
  - Generous leave entitlement
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## Competitive pay

NY Highways offers market-competitive pay with annual incremental progression based on good performance. We offer unsocial hours payments for staff working weekends, nights and on call and we have various ways of rewarding exceptional performance.

## Career progression

As an employee of NY Highways you will have access to a wealth of development opportunities, allowing you to further your knowledge and skills in a variety of areas. We prioritise ‘growing our own’ and provide clear development pathways for those looking to progress their careers within the organisation.

## Looking after you

- Enjoy up to 29 days annual leave plus bank holidays
- Employee assistance programme
- Health and wellbeing services
- Eyecare scheme
- Health care cash plan, accessible through the employee benefits scheme, enabling staff to claim back cash for everyday healthcare costs

## ...and outside of work

- Retail, travel and leisure discounts
- Cycle to work scheme
- Home technology scheme
- Health cash plan
- And more...

## Benefits schemes

The Everybody Benefits platform gives you access to many money-saving offers and discounts at local and national retailers. Discounts and savings available include supermarkets, high street and online stores, electronics, travel, dining out, gifts, health and beauty and much more.

### Cycle to Work Scheme

Cycle to Work provides a range of suppliers for bicycles, equipment and accessories, whilst helping you save through a salary sacrifice arrangement.



### Home Technology

Update your technology and gadgets with the latest from major manufacturers, spreading the cost and taking advantage of savings made on your National Insurance contributions. Operates during set periods throughout the year.

