

# Armstrong Watson

## Colleague Benefits

ArmstrongWatson®

Accountants, Business & Financial Advisers

[www.armstrongwatson.co.uk](http://www.armstrongwatson.co.uk)



## Introduction

At Armstrong Watson, we believe that our people really are our biggest asset. It is the people that make Armstrong Watson the business that we are and it is you that help us deliver on our Quest helping our clients to achieve prosperity, a secure future and as a result, peace of mind.

That's why we offer an exciting range of benefits, flexible working, a personal focus on you, your career and your wellbeing. Most importantly, you will work with really great individuals who make up the Armstrong Watson team.

We give you access to the tools you need to stay healthy, enjoy a great work/life balance and take care of your finances now and in the future, and as everyone has different goals, your benefits can be tailored to suit your needs.



When you're with Armstrong Watson, we are with you...  
Receiving the following benefits:

-  Competitive salary, with regular reviews
-  Salary sacrifice pension scheme
-  Income protection (if you are unable to work due to ill health)
-  Life assurance
-  A health care cash plan that pays for your routine healthcare costs
-  Access to High Street and online discount and cashback scheme
-  Enhanced annual leave with service
-  Annual leave purchase scheme
-  Investment in your development, including full training cost and study time
-  Paid professional membership fees
-  Up to 20 days full sick pay
-  Free eye tests and flu jabs
-  Financial advice provided by Armstrong Watson Financial Planning & Wealth Management (AWFP)
-  Long Service Award
-  Smart working
-  Colleague of the Month Award
-  Access to hundreds of online training courses on our Skills Gate





## Our Health & Wellbeing

To help you look after yourself inside and out, we offer you a healthcare cash plan and the ability to claim back flu vaccinations, as well as access to virtual GP and general medical advice via Health Shield.

Colleagues also have access to a 24/7 confidential advice line for personal or work matters.

We have well being champions who are trained Mental Health First Aiders to help sign post colleagues advice and support.

## Our Smart Working

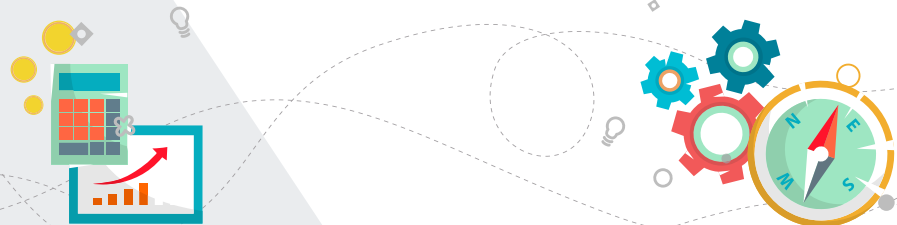
Armstrong Watson is committed to helping all colleagues manage an effective work life balance. By enabling a flexible approach to working, we seek to support a balance between personal interests, family commitments and work demands, while still maintaining a high level of client service.

Smart Working will help to support colleagues in achieving a good work life balance. We are a "happy to talk flexible working" employer. For individuals, this means having the ability to work with your line manager to agree the best times and places to work, varying start and finish times and choosing work settings that suit the nature of the task and personal preferences. Smart working also includes the ability to purchase extra annual leave.

## Our Community

We directly invest and support the communities we live in - from our charity of the month, to supporting our clients fundraising efforts and fundraising events across our offices.

We endeavour to reduce our adverse impact on the environment.



## Our Social Events

In addition to social get togethers held locally, we run a summer social event and Christmas party on the first Friday in December, which includes free travel and accommodation for those travelling to Carlisle.



## Our Lifestyle

Armstrong Watson offers benefits to suit your lifestyle and promote a healthy work/life balance. You will benefit from a minimum of 21 days holidays, plus bank holidays, pro rata, accruing a day after each year (up to 26 days). Individuals on Manager's terms & conditions will be entitled to 26 days holiday. We provide the option to buy additional annual leave which we open to employees at the beginning of each year (to a maximum of 5 days pro rata for part timers).

Armstrong Watson is a partner of Healthshield, which means our employees can access high street and online discount enabling employees to not only save money, but to build a cashback balance which you can transfer to your current account.

## Your Career

We offer tailored career paths with any required training and study support in addition to payment of Professional Body Membership fees.

## Dress for your Diary Friday

Dress for your diary Fridays allows a more relaxed dress on a Friday, providing you are not meeting clients.



## Peace of Mind

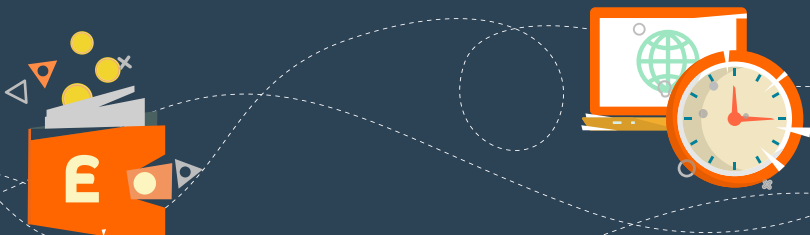
To provide peace of mind for you and your family we provide you with life assurance cover of up to 4 times your annual salary. This benefit is accessible to those who are part of our Pension Scheme.

All employees will be entered into the Pension scheme which is funded by way of salary sacrifice. The minimum sacrifice is 5%, with a contribution of 3.1% from us.

As an employee of Armstrong Watson, you are entitled to receive 50% discount on any financial advice provided by our own in house Chartered Financial Planning team. Armstrong Watson Financial Planning can also arrange access to fee free mortgage advice through our relationship with London & Country who are one of the biggest mortgage brokers in the UK.

## Income Protection

If you are unable to work due to ill health, our income protection cover will provide up to 50% of your salary.



## Come Join Us Scheme

The "Come Join Us" bonus is an initiative whereby colleagues will be financially rewarded for helping to recruit new Armstrong Watson colleagues.

Roles	Value of the 'Come Join Us' bonus
Director/Senior Manager	£2000
Manager/Consultant	£1000
Supervisor/Senior	£800
Accounting Assistants / Audits Assistants / Administration roles	£500

## Long Service Awards

Armstrong Watson recognises the loyalty and commitment of employees through a voucher scheme.



# Secondment Opportunities

Nurturing and developing our talent is the key to our success. That's why we actively encourage secondment opportunities for our employees to enhance their career development prospects. This is a great way to widen your level of professional experience.

## Leanne Harkness -

*Accounting Senior Penrith on secondment as Accounting Supervisor, Kendal*

I was really keen to take up the opportunity offered to me for a secondment in the Kendal office as Accounting Supervisor. I was nervous and not sure of what to expect but I knew the experience would broaden by knowledge, push me and improve my potential. I am always keen to put myself out of my comfort zone, learn new skills and try and better myself. I am only two months in and absolutely loving the Kendal office, the people are amazing, the office is amazing, and I love being a part of their team. Everyday is a challenge, but that's what drives me, and it really proves that opportunities within the firm are there, you just have to have the right attitude and push yourself.

## Dan Cozens -

*Accounting Supervisor Hexham on secondment as Accounting Manager, Glasgow*

Earlier this year I was offered the opportunity to move to our Glasgow office to manage the accounting department as the Accounting Manager. This was an opportunity for me to step out of my comfort zone and further my progression within the firm. Over the last 9 months the role has presented me with plenty of new challenges, tasks and increased responsibilities which I've enjoyed being able to deal with whilst also helping my own team progress. Personally the time I've been in Glasgow has helped me develop my skillsets and broaden my network within the firm with colleagues and clients. Overall this secondment has been a brilliant experience for me, made easier by the great team in Glasgow and the wider support from around the firm.

