

EMPLOYEE BENEFITS

# A guide to benefits for employees in the Ireland

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# Benefits

## **Holiday**

Depending upon grade, you will start on either 33 or 35 days holiday, which includes 10 public holidays. After 15 years this increases to 40 days. (pro rata if part time hours are worked).

## **Company group pension plan**

Depending upon grade, we offer between 6% - 10% employers' contribution. Auto enrolment after 3 months, option to join earlier available.

## **Private Medical Insurance**

Single person cover available for roles at all grades.

## **Life Assurance**

4 x basic salary cover for roles at all grades.

## **Company sick pay**

Up to 8 weeks at 100% and 5 weeks at 50% on a rolling 3 year period.

## **Employee assistance programme**

24/7 confidential support, 365 days a year.

## **Enhanced maternity and paternity pay**

## **Income protection plan**

Ensuring a continuance of 75% of your salary for up to two years if you are unable to work for a lengthy period due to illness or injury.

## **MyBenefits**

From the start of your employment, you can access our employee benefits platform "MyBenefits" which includes discounted shopping vouchers and cashback schemes.

## **Flexible benefits**

### **Holiday**

Option to buy up to three days additional annual leave (pro rata if part time hours are worked).

### **Cycle to work scheme**

Optional and salary deductible.

### **Fred. Olsen Cruise Lines concessions**

£30 per person per night, full board + gratuities.