



A Guide to Your **BENEFITS**

**AWE
& ME**
MY CHOICE

**Here at AWE
remarkable people
achieve extraordinary things.**

There's nowhere quite like AWE:
a unique organisation with a
crucial role in keeping our
country safe and secure by
providing the warheads for the
UK's nuclear deterrent.

As part of our People Promise,
we want to ensure that every
employee is recognised and
rewarded for their contribution.
This booklet outlines many of the
excellent benefits we offer.

Contents

Financial

Wellbeing

Discounts

Further information



Disclaimer: This booklet is a general guide. The benefits may change from time to time and all are offered at the discretion of the Company. Further information is available on the Company's intranet.



FINANCIAL

Pay, Recognition and Benefits

Fair Deal on Pay

Recognising and rewarding you for high performance and your contribution to the organisation.

Our pay ranges are determined by job profiles and are competitively benchmarked so that your pay reflects what the market pays for similar roles in similar organisations.

Celebrating our Values

Celebrating great work across the organisation.

We celebrate great work across the company and we recognise those individuals and teams who demonstrate our values of **Excellence**, **Innovation**, **Trust** and **Pride**.

It's easy to give and receive immediate non-financial recognition; financial awards start from £50 and we hold an annual celebration event recognising the very best contributions to our success.

Pension

Saving for your future.

We offer a generous defined contribution Group Personal Pension. This means that the pension you will receive depends on how much money is invested and the performance of the funds you invest in.

We will pay between 9% and 13% of your pensionable pay depending on your own contribution.



Find out more at:

<https://mychoice.mybenefitsworld.co.uk/>

Life Assurance

If you should die, whilst an AWE employee, we will help provide for your loved ones. We will pay a lump sum death in service benefit of at least four times your basic pay.

You have the choice to pay to increase this benefit to up to ten times your basic salary. We also enable you to buy life insurance for an eligible partner.



Find out more at:

<https://mychoice.mybenefitsworld.co.uk/>

Financial Education and Benefits

Understanding and taking care of your money is incredibly important and we want to Make Money Simpler for everyone. There's access to financial information online plus you'll receive regular but short informative communications from our financial education partner.

To help spread the cost of environmentally friendly transport, we offer interest-free loans for cycle purchase and for buying a rail season ticket.



Find out more at:

<https://mychoice.mybenefitsworld.co.uk/>



WELLBEING

looking after you
and your family

Diversity and Inclusion

Ensuring you can be yourself, no matter who you are, where you come from or how you think.

We recognise that inclusive and diverse teams are integral to a high performing organisation. Our employee-led networks help steer our inclusion work: LGBTQ+, Disability & Neurodiversity, Race, Gender and Generational.

D&I pages:

<https://aweuk.sharepoint.com/Sites/DiversityInclusionComms>

Holiday, Leave and Flexible Working

We'll give you time to recharge your batteries with 270 hours of holiday each year. That's at least 25 days plus bank holidays.

There are also options for special leave: bereavement leave, time off for public duties and taking a career break.

Many of us work a 9-day fortnight, where every other Friday is a non-working day. We offer a variety of flexible working arrangements so that your work may fit in with your lifestyle. As well as options for smarter working, there are opportunities to work part-time, job share or part-year (term-time only).

You & Your Family

Family leave gives you precious time with your loved ones. We offer maternity, paternity, adoption and shared parental leave. There's also unpaid parental leave.

Through AWE & ME My Choice there are a range of voluntary benefits that may be extended to include your family:

- Dental Insurance
- Health Cash Plan
- Health Screening
- Private Medical Insurance
- Critical Illness Insurance

Did you know?

Our working parents can also take up to 18 weeks of unpaid leave before their child's 18th birthday.



Find out more at:

<https://mychoice.mybenefitsworld.co.uk/>

Wellbeing

We know how important it is for you to feel at your best so we offer an Employee Assistance Programme and Occupational Health services as well as a range of voluntary benefits through AWE & ME My Choice.

- Cycle to Work
- Gym Membership

If you're unable to work due to sickness, we'll offer you support. If you're absent due to long-term sickness, we'll continue to pay you.

Did you know?

Through the Cycle to Work scheme you can select a bike and/or accessories up to a maximum value of £5,000.



Find out more at:

<https://mychoice.mybenefitsworld.co.uk/>

It's up to you!

We give you opportunities to shape your benefits to suit your lifestyle.

The benefits available through AWE & ME My Choice include **Restaurant** discount cards which not only give you money off food/drinks, but also days out, cinemas, hotel stays and much more.

Did you know?

You can select up to 3 restaurant cards to give to family and friends, only £30 each for a 12 month membership.



Find out more at:

<https://mychoice.mybenefitsworld.co.uk/>



DISCOUNTS

Everyday savings to help
your money go further

Savvy spenders save money

We offer employees access to savings on a wide range of everyday spending:

- Eating out and groceries
- Holidays and travel
- Entertainment and days out
- Sport and leisure
- Electrical and phones
- Motoring
- Home and garden
- Clothes and shoes

There's a concierge service too to help you book holidays, bag those hard-to-find tickets, order flowers for that special someone!

Find out more at:

www.mychoicediscounts.co.uk

Further information

For any questions please contact
the helpdesk on 0151 721 3253
or email
support@mybenefitsworld.co.uk

