

Your Reward at BT

Explore the possibilities

Career Level D and E



Your core benefits

Our benefits package gives people more of the things that matter to them. Things like generous holiday allowance, above average pension contribution, comprehensive financial wellbeing support and that's just the start.

Pension scheme

10% employer contributions

Life Assurance

10x Salary

25 Days

Annual leave + bank holidays

BT product discounts

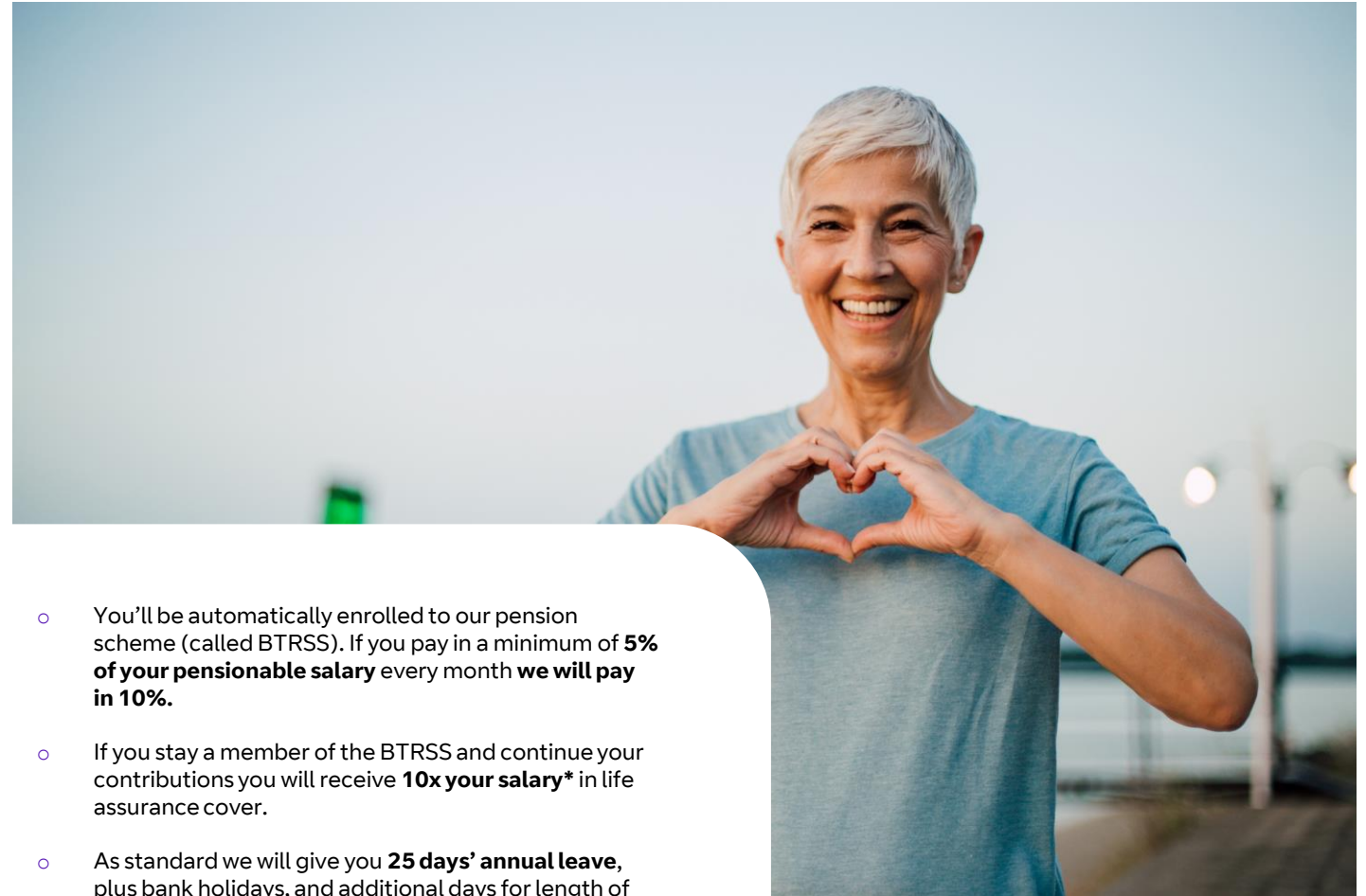
BT Shop, broadband and mobile

Give as you earn

Support for your chosen charities

Wellbeing hub

Access to support on financial, health and physical wellness



- You'll be automatically enrolled to our pension scheme (called BTRSS). If you pay in a minimum of **5% of your pensionable salary** every month **we will pay in 10%**.
 - If you stay a member of the BTRSS and continue your contributions you will receive **10x your salary*** in life assurance cover.
 - As standard we will give you **25 days' annual leave**, plus bank holidays, and additional days for length of service.
 - If you'd like to give money through your salary to a charity, we'll **match your donation****.
 - You'll enjoy access to **100s of instant discounts** for restaurants, shops and the cinema. These include money off your weekly shop and discounts on gift/shopping vouchers.
 - Make **more of your money** with financial tools – get access to savings and loans deducted directly from your salary to help you with your financial wellness.
- You get access to the **BT shop** with special rates on the latest tech.
 - Save money on your existing bills, with discounts on **broadband** for you and **mobile** discounts for you and friends and family.
 - Access to an endless resource base for your **wellbeing** from webinars and seminars to guides and checklists.

*Life time allowance conditions apply, **£ for £ matching is for eligible charities and for 12 months. Subject to T&Cs



Your flexible benefits

We know that different things matter to different people. That's why we've created a flexible benefits list that is designed by our colleagues. There's something here to suite your lifestyle.



Private Healthcare



Shopping vouchers



Tastecard /
Gourmet Society



Gym Membership



Motor Breakdown



Personal accident insurance



Travel Insurance



Experience days



Cycle to work scheme



Salary Finance



Critical Illness



Healthcare cash plan



Health screening



Will writing



Additional life assurance



Kids Pass



Dental Insurance



Wine Club



Buy holiday



Beat that

Your Reward

We believe that reward comes in many packages and not just in your salary, but for your performance, commitment and hard work.



Your Pay

Fair & Competitive

We regularly review all our salaries at the start of a role and during the year to ensure it is consistent with our pay review policy.



Our Group Bonus

Reward for your performance

Our discretionary Group Bonus is based on the success of BT and your own performance. For a level D and E role the on target bonus percentage is **10%** of your salary.



Shares

Sharing in the success of BT

We want all of our employees to share in BT's success – through yourshare, we give a target value of £500 worth of BT shares for free every year. The better the business does – the more those shares will be worth. *

Colleagues may also save £5 to £300 a month in our long-term saveshare scheme, or purchase shares tax free each month through directshare.



Recognition

A thank you can go along way

We want to recognise you in the moment, when you've done something that is truly special and amazing. Colleagues can say thanks – or nominate you for financial rewards – on our Just to Say portal.

*yourshare value can change each year, actual value of payment could be more or less depending on business factors.

Don't just take our word

**The Rewards suit me and my family,
its great to see so much available to
me.**

Reward and Benefits survey 2019

**I've had the AXA health cash plan
for 2 years now and it really is fab.**

Benefit renewal window 2020

Get more from your benefits package

Your Reward

We're looking forward to you starting with us at BT. In your first month we will send you a welcome email to give you access to all of your rewards. You will get 30 days to review all the information and select the benefits that suit you and your family.

In the mean time here's a video to get you excited.

