



Benefits in the Bag

Independent
Assessment
Services

Delivered by Atos

Contents

Your benefits explained	2
Pay and Reward	3 - 4
Looking after you	5 - 8
Community and Culture	9 - 10
Career Growth	11

IAS Foundations

Building a stronger future together



Your benefits explained

We put a lot of time and investment into making sure that Independent Assessment Services (IAS) is a great place to work, where challenge, opportunity and career development is encouraged.

Our people work hard to keep our claimants, clients and colleagues happy, and are rewarded for it—with competitive pay, career growth, development opportunities and some other great benefits.

Pay and Reward

Benefits marked with * are voluntary and need to be opted into at the Annual Benefits window every year.

Annual Salary Review

Your manager will review your salary every 12 months.

Life Assurance

Four times your salary for stakeholder pension members, or one times your salary for non-pension scheme members (both subject to Medical Underwriting).

Pension*

Save money for your retirement with the Atos Retirement Plan. We'll match your contribution level on a 1:1 basis up to a maximum of 10% of your basic salary.

Reward and Recognition Scheme

Every team member is recognised for the part they play in delivering a critical service for our claimants.

Time off for moving home

One day's paid leave, in addition to annual leave, when you move home.

Time off for 'Tying the Knot'

Are you saying "I do" anytime soon? If you are, congratulations! As an extra special something, we give you an extra day's paid annual leave when you tie the knot.

Birthday Reward

Available to all non-clinical employees not part of a bonus scheme

One day's paid leave, to celebrate your birthday, on us.

Professional Registration

Available to all clinicians

Reimbursement of your annual professional registration fee.

Medical Indemnity

Available to all clinicians

Complimentary medical indemnity insurance covered under a corporate policy for all IAS work.

Performance Bonus

Available to all clinicians

A bi-annual package that gives our Health Professionals the opportunity to earn extra by focusing on supporting more claimants and maintaining great performance.

Thank You Board

Here at IAS, it's not just the big awards that count. The little thank yous mean a lot too.

Our Thank You Board is your space to say a simple thank you. Big or small, work related or not, it doesn't matter...show your appreciation with a thank you note.

Looking after you

Benefits marked with * are voluntary and need to be opted into at the Annual Benefits window every year.

Health and Wellbeing Team

A team solely dedicated to offer the resources, equipment and support needed to allow you to perform your role to the best of your ability.

Health & Wellbeing

We'd hate for you to miss out, so we've created a dedicated central source of health and wellbeing advice.

Mental Health Allies

We've invested in a specially trained network of Mental Health Allies, as we know it's important to keep talking. They're always there whenever you're having a grey day.

Employee Assistance Programme (EAP)

A free and confidential 24-hour service offering information and support to help you deal with events in your everyday work and family life. This service is also available to your loved ones.

Private Healthcare

Complement what's available on the NHS. Avoid waiting lists and receive quick access to high-quality medical care either in private hospitals or private facilities within the NHS.

Doctor@Hand

Access to expert healthcare with UK qualified GPs, through secure video and phone appointments. Appointments are available from 8am until 10pm, 365 days a year, generally within a couple of hours of booking. Personalised and free care? You can't say no to that.

Flu Inoculation

We'll reach out to you early in summer so you can get your hands on a voucher for a free flu vaccination. Make sure you're one step ahead and protect yourself during the winter.

Free Eye Test

Free eye tests and money towards glasses through our partnership with Specsavers.

Maternity, Paternity and Adoption Leave

Taking time off work to be with your new family is very important and we recognise that many mothers, fathers, partners and adopters want to be more hands on and involved with the care of their children.

Looking after you

Benefits marked with * are voluntary and need to be opted into at the Annual Benefits window every year.

Annual Holiday Allowance

25 days' Annual Leave each year, with Bank and Public Holidays added on top, and the option to buy up to 10 additional holidays, or sell up to five of them back.

FLEX

Flexibility is part of our culture; we have flexible working patterns for all employees, which vary from department to department.

Career Break

After one year's service, employees can apply to take up to three years' unpaid leave.

Discounted Dining

Save money on meals out. Purchase a card and enjoy up to 50% off at Michelin-starred restaurants, national chains and local family favourites. You can also benefit from savings at cinemas.

HR Advisors

HR Advisors are here to help. If you need a helping hand with employment matters, you can contact our Employment Adviceline.

Engagement Team / Engagement Leads (ELs)

First impressions mean a lot and when you walk through the door on day one we want to make sure you're comfortable and supported. Our Engagement team are responsible for looking after you and making sure you have everything you need at your fingertips.

Making IAS a great place to work is important to us, so our Engagement Leads will also regularly ask for your feedback and ways to improve IAS for you.

Occupational Health Referrals

We'll do all we can to support you to be in work. Alongside reasonable adjustments, we offer Occupational Health referrals and signposting to our fantastic support services.

Display Screen Equipment (DSE) Workstation Assessment

We're on a mission to keep you safe. You must complete your DSE Workstation Assessment so we can prevent any risks. Your answers during the assessment will help us understand how we can better support you.

Discounted Gym Membership*

Discounted membership at various gyms across the UK.

Community and Culture

With all that's happened over the past two years, workplace culture has been shaken to its very core. We're creating our very own IAS community. It's leading our strategy, helping us attract and retain our people, and valuing and respecting them along the way.

Benefits marked with * are voluntary and need to be opted into at the Annual Benefits window every year.

Equality, Diversity and Inclusion (ED&I)

Supporting and empowering our people is incredibly important to us, we cherish the differences and uniqueness that people bring, we welcome all within IAS and have seven global networks that you can get involved in.

1. The Adapt Network

We're committed to enabling employees with disabilities to have a rewarding and productive career.

2. The Aeon Network

Our multi-generational network aims to ensure that all colleagues are given the same chance to grow and succeed, regardless of their age.

3. The Armed Forces Network

Supports veterans, reservists, and Armed Forces' family members.

4. The Inspire Network

Promoting a gender balanced workforce.

5. The Pride Network

People perform better when they can be themselves. The Pride Network aims to bring together and support all lesbian, gay, bi and trans (LGBTQ+) employees and allies in the workplace.

6. The Return to Work Network

A community which supports employees returning from an extended break from work by offering them a network of helpful employees who have experienced a similar situation.

7. The Together Network

We recognise the value of a multicultural workforce and welcome the diverse skills, talents and experiences it brings.

Charity Match Funding

Doing something good? We'll match your fundraising. You can apply for an additional £200 – £700 for your charity.

Volunteering

Community is important. You can spend up to half a day per month getting involved in volunteering activities in your region.

Charitable Giving*

Donate to charitable causes with contributions from your pay.

Career Growth

You are, of course, in charge of your future. But we want to be there to offer you every opportunity and experience to develop your talents, learn new skills and realise your maximum potential.

IAS Academy

Available to all clinicians

This is where you'll start your journey as a clinician with IAS. You'll have dedicated clinical support following training which will involve ongoing training sessions, observations and 1-2-1s. The academy is all about setting you up to become a competent HP in a supportive virtual environment.

Gold Standard 1-2-1

The relationship between you and your Line Manager is important. So, every month, you'll have a Gold Standard 1-2-1. This is protected time to speak openly and honestly about all things 'You'. Your Line Manager will make sure you've got a slot in your calendar that works for you.

Performance Management

Grow and meet your true potential. Agree clear objectives in line with business needs and your individual aspirations and get recognised for excellent performance.

My Learning Journey

An eLearning platform hosting a wide range of courses and videos covering personal and work-based topics.

Career Opportunities

Exciting opportunities to progress within your business area or move to other parts of the business.

Training for Managers

You'll attend monthly coaching sessions so you're equipped with the skills and knowledge to support your team.

Brought to you by
The IAS People Team