

# RH COMMERCIAL VEHICLES' EMPLOYEE PERKS

WHAT'S IN IT FOR YOU?



[WWW.RHCV.CO.UK/CAREERS/](http://WWW.RHCV.CO.UK/CAREERS/)

# DELIVERING EXCELLENCE IN ALL WE DO - RHCV'S CORE VALUES IN PRACTICE

With over 50 years in the transport industry, our commitment to serve the Midlands region with quality commercial vehicle solutions and assure confidence in back up service has gone unwavered.

As one of the leading independent Renault Trucks and Isuzu Truck Dealerships in the UK, our success has been rooted by our principles to support others, be ambitious and dynamic in our approach and be a leader in delivering quality and excellence.



**Support**  
Hold our  
customers and  
team high



**Ambitious**  
Determination  
in all we do.



**Quality**  
A service to  
depend on



**Dynamic**  
Positive  
progression and  
attitude



**Excellence**  
Delivering the  
best



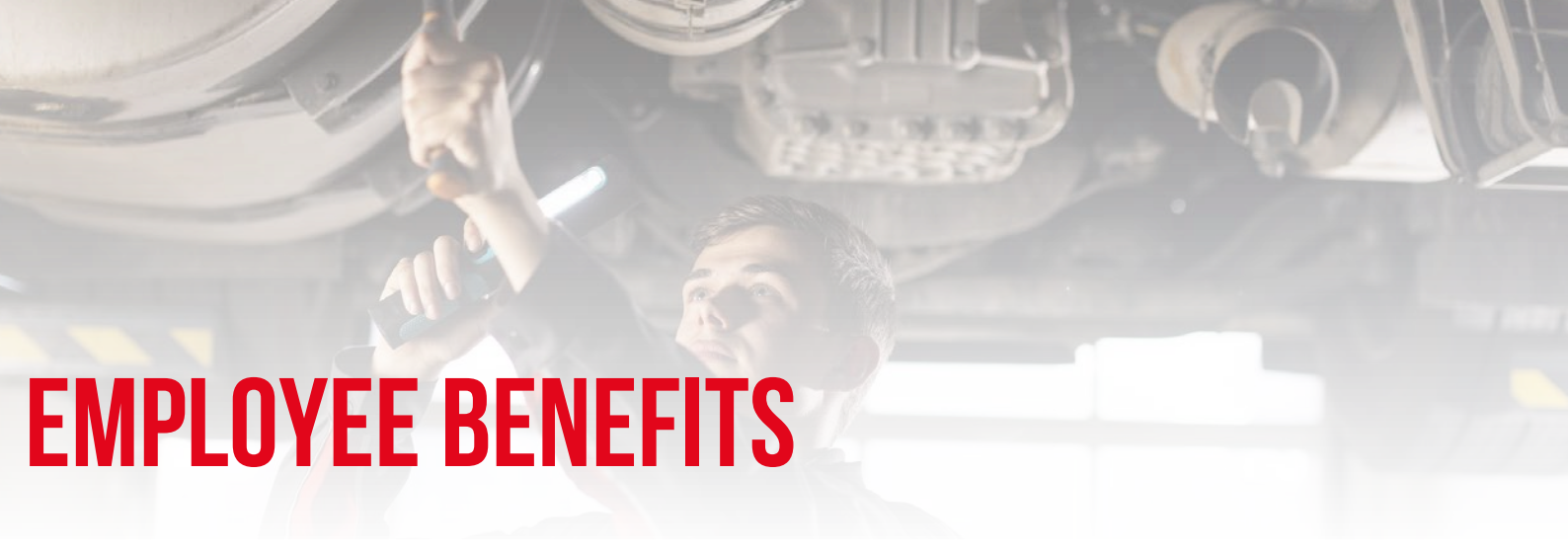
**Do the right  
thing.**  
For all who we  
work with

Our customers drive our country forward and it is our responsibility to ensure they excel with the service we provide - rooted in our values - with every interaction.

We believe our success is built on a motivated and energetic workforce who share our values. Our commitment to being the 'employer of choice' is supported by demonstrating our values and appreciation to every individual.



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# EMPLOYEE BENEFITS

## **Competitive Salaries**

Skilled workers should benefit from being paid their worth. That's why we are glad to offer leading salaries for our proud professionals.

## **Pension Scheme**

We want our colleagues to feel secure with a guaranteed monthly income when the time comes to retire.

All employees are automatically enrolled when they join us, unless they opt out.

## **Sick Pay**

Sometimes circumstances mean some people are too ill to come to work. With sick pay they can focus on recovering without having to worry about financial implications.

## **Refer a Friend Scheme**

When a HGV Tech refers a friend to us, they are rewarded £2000 as a thank you. Terms and Conditions apply.

## **Progression Schemes**

We want our colleagues to get the most out of a career with us, that's why when we spot someone with potential, we provide development training to help them advance into management roles.





# EMPLOYEE BENEFITS

## **Extra Holidays**

Every employee will receive 2 days extra holidays, rising from 23 days plus bank holidays, to 25 days plus bank holidays, this offer sees a benefit of improved work-life balance, improved mental health, increased motivation and flexibility.

## **Enhanced Maternity Pay**

New mothers will receive an increase in maternity pay. They will go from 6 weeks at 90% average weekly earnings and SMP to 12 weeks at 90% average weekly earnings and 27 weeks SMP. We want our employees to focus on their recovery and family, leading to better physical and mental health.

## **Enhanced Paternity Pay**

Welcoming a child into the family is an immensely important milestone. It is a deeply personal time for new fathers to bond and form a lifelong connection with their child. This time should not be hindered by stress and financial pressures when on leave. By providing two weeks' full pay, fathers no longer have to consider whether they can afford to take their leave and focus on making early memories.

## **Life Assurance/ Death in Service Policy**

A Death in Service Policy is a tax-free lump sum paid by us to a nominated individual who depend on your income, should you pass away whilst employed with us. The primary benefit is providing a financial safety net for loved ones, helping them cover significant costs during a difficult time.

## **Holiday Buy Back Scheme**

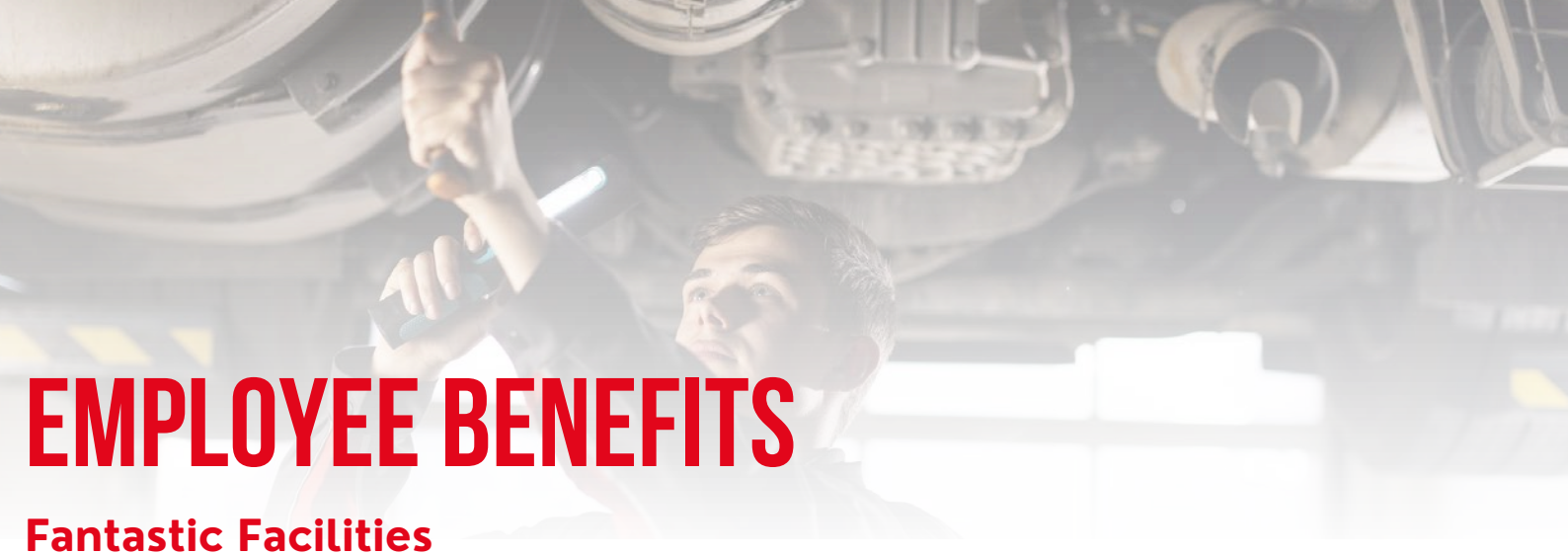
Employees can now sell back up to 5 days of annual leave per year, as long as they keep at least the statutory minimum of 20 days.

Sold days will be paid at your average weekly earnings (the same rate you'd receive if you took the leave).

This provides added flexibility while ensuring everyone maintains essential time off.







# EMPLOYEE BENEFITS

## **Fantastic Facilities**

Our teams deserve the best working environments, to enhance this we have begun to introduce facilities such as gyms and games rooms for them to enjoy some downtime.

## **Telus - Wellbeing Programme**

On joining RH Commercial Vehicles, every employee receives free access to Telus - a software designed to provide confidential support for their mental, physical, social and financial wellbeing. They also receive monthly highstreet discount vouchers.

## **Christmas Gift Cards**

Christmas can be an expensive time of year, so in order to say thanks for a year of hard work, every employee receives a gift voucher to enjoy.

## **Staff Training**

All staff receive the necessary training to maintain a safe working environment.

## **Free Parking**

All RHCV locations provide free or subsidised parking to reduce costs for employees

## **Free Hot Drinks**

From tea to hot chocolate, all sites have free hot drinks available.

## **Staff Uniform**

Renault Trucks, Isuzu Truck and RHCV branded uniform is provided to all staff who require it. e.g. HGV Technician overalls, shirts and jackets. We also take Health and Safety seriously, therefore PPE is provided to all staff when required.





# EMPLOYEE BENEFITS

## Eye Care Support

All employees who use screens receive free eye test vouchers from Specsavers and additional vouchers to support the cost of glasses when needed.

## Events

To celebrate successes and milestones we run company events and parties for our colleagues from all sites to come together, socialise and have fun.

## Company Car (Role dependent)

We have multiple sites across the East Midlands where some need to travel between and some individuals need to visit customers. Therefore we provide company cars where appropriate and fuel cards



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