



INVESTORS  
IN PEOPLE



## Our Investment In You

### Salary

As a thriving business, we ensure that you are provided with a competitive market salary given in exchange for the professional work that you provide. Our salary review is conducted annually. We will always aim to provide colleagues with a competitive salary for the work you do with a promise that allows everyone to increase their salary based on their contribution to the business.

### Bonus and Commission Scheme

PAM rewards their team for the successful achievement of reaching their targets and goals set for them by their line managers and by adding to the growth and profits of the business. You may benefit by sharing in this growth and our bonus and commission schemes are designed to incentivise and reward the best performers.

### Business Travel

Dependant on the extent of travel and grade of appointment, you will be entitled to the benefit of a Company Car or car allowance. Details will be provided on appointment and reviewed periodically during your employment with PAM.

PAM also has a business expense policy and travel procedure. This is a competitive allowance within the market and further details will be provided at induction.

### Company Pension Scheme

We have a contributory Company Pension Scheme (CPS) which means that as a company we will match your contribution by up to 5% of your salary tax free.

### Life Assurance

This is a benefit to your loved ones that we hope you will never have to use. However, we want to give you and your family peace of mind that if the dreaded day arrived whilst you are working for us, then your nearest and dearest will have some support at a traumatic time.

Following the successful completion of your probationary period, we will provide a Life Insurance scheme that will be paid to your nominated next of kin at 4 x your annual salary. This will be paid on death in service with PAM.

### Holidays

As a business we recognise that leave entitlement is a true benefit to you. All colleagues are provided with an annual entitlement, which will increase by 1 day per year based on service years earned. Bank holidays are also added to your holiday entitlement. Holidays are time off to recuperate and spend with your family. This means you can gain up to 33 days paid holiday in a year including Bank Holidays. Holiday entitlement for part-time employees is accrued pro-rata, and is calculated from your date of joining PAM.