

## Employee benefits

<b>Additional holiday**</b>	Buy up to 5 additional days holiday a year (pro rata if part time or buying part way through the year) via <b>yourReward</b>
<b>Annual leave</b>	All grades are entitled to 25 days' annual leave, rising 1 day every 2 years until it reaches a maximum of 30 days (this is prorated for part timers)
<b>TM Lewin</b>	Corporate discounted offers
<b>Bank Holidays</b>	Finish an hour earlier than your usual finish time on the day before a bank holiday
<b>BMA Day</b>	Enjoy an extra day's holiday over the Christmas period (actual day decided by the BMA)
<b>BMA/BMJ Gym</b>	Access onsite at BMA House between the hours of 7am – 7pm Monday to Friday
<b>BMA Law</b>	Access to a range of legal services (e.g. conveyancing, will writing etc.) at discounted rates <a href="http://bmalaw.co.uk/">http://bmalaw.co.uk/</a>
<b>BMA membership</b>	Free BMA membership if you are a qualified Doctor (registered with or registrable for the General Medical Council (GMC) via BMA Membership department on 020 7383 6271
<b>Childcare Vouchers***</b>	Pay for the care of children up to age 15 or 16 if registered disabled. Vouchers are accessed via <b>yourReward</b>
<b>Cycle to Work Scheme****</b>	Purchase a bicycle and/or equipment up to a value of £1,000 through the Scheme quarterly, accessed via <b>yourReward</b>
<b>Dental Insurance****</b>	Discounted rates and different levels of cover for all employees and family accessed via <b>yourReward</b>
<b>Employee Assistance Programme (EAP)</b>	Access to a free confidential 24/7 support service and online health portal
<b>Employee Discounts</b>	Access discounts and offers 365 days of the year across a wide range of high street stores online retailers, restaurants, supermarkets, services etc. via <b>yourReward</b>
<b>Eyecare Vouchers</b>	Employees are entitled to claim for eye tests, as well as a contribution towards spectacles (if recommended) via <b>yourReward</b>
<b>Give As You Earn (GAYE)***</b>	Employees can make tax free GAYE donations to the charity of their choice via <b>yourReward</b>
<b>Group Income Protection</b>	Salary payable for maximum of 5 years on membership of the pension arrangement (BMA/BMJ Lifetime Saving Scheme)
<b>Group Life Assurance</b>	Cover of 7x salary (3x as a lump sum & 4x for spouses/dependents pension) on membership of the pension arrangement (BMA/BMJ Lifetime Saving Scheme)
<b>GymFlex***</b>	Access to a number of countrywide gyms at discounted rates via <b>yourReward</b>

<b>Healthcare Cash Plans ****</b>	Receive money back, up to set limits, towards the cost of your routine healthcare including new glasses or contact lenses, dental treatment and physiotherapy via <b>yourReward</b>
<b>Independent Financial Advice (inc. mortgages &amp; insurances)</b>	Access to BMA Services (AWD Chase de Vere) at discounted rates <a href="http://www.bmas.co.uk/">http://www.bmas.co.uk/</a>
<b>Individual Savings Account (ISA)***</b>	BMJ provides access through your Net Pay, to an ISA under the BMA/BMJ Lifetime Savings Scheme held with Aegon
<b>Long Service Award</b>	BMJ recognition of employee long service from 5 to 35 years
<b>Moving days</b>	Relieve some of the stress of moving house with two extra days paid leave, subject to completion of your probationary period, (one occurrence every 2 years)
<b>Pension***</b> <i>BMA/BMJ Lifetime Savings Scheme</i>	Auto-Enrolment into a double matching (BMJ will double match up to 12% of your salary) Group Self Invested Personal Pension Plan (GSIPP) administered by Aegon
<b>Personal Accident Insurance</b>	Compensation for accidental death, loss of limb(s), eye(s) and permanent total disablement up to 4x your annual salary
<b>Professional subscriptions</b>	Reclaim annual subscriptions through expenses where membership of a professional institution is required for your Role
<b>Retail Gift Cards*</b>	Have a regular monthly deduction loaded at pay day from a choice of a number of high street suppliers via <b>yourReward</b>
<b>Pre-Retirement Workshop</b>	Advice and support to help employees prepare for the transition towards retirement
<b>Sabbaticals</b>	Employees with five years continuous service can request a minimum of 3 months up to 12 months unpaid sabbatical leave
<b>Season tickets</b>	Manage the cost of commuting with spreading the cost of your season ticket into 12 manageable monthly payments (up to £7,500 available after completion of your probationary period) via <b>yourReward</b>
<b>Secure bike shed and showers</b>	A secure bicycle shed at BMA House and showers for all employees to use
<b>Subsidised restaurant</b>	Employees are to use the subsidised restaurant at BMA House. A non subsidised café is also available
<b>The Work Perk</b>	Employees can receive free samples of new products from various well known companies
<b>Volunteering Days</b>	Receive up to 2 days per year to Volunteer at any Charity once you have passed your probation
<b>Wedding/Civil Partnership leave</b>	Celebrate your special day with up to two extra days paid leave (on completion of your probationary period), one occurrence/episode every 2 years
<b>yourReward</b>	An exclusive employee benefits website where you can select lifestyle and money-saving benefits that are right for you and your family: <ul style="list-style-type: none"> <li>– Employee Discounts – access discounts and offers 365 days of the year</li> <li>– Flexible Benefits – Annual, &amp; Lifestyle Elections</li> <li>– Salary Exchange – save tax &amp; NI contributions on certain benefits</li> </ul>

[info.yourReward@bmj.com](mailto:info.yourReward@bmj.com)



**\*Annual Selection only**  
**\*\*Annual Selection & new starter**  
**\*\*\*Annual Selection & monthly Self Lifestyling**  
**\*\*\*\*Annual & quarterly Self Lifestyling Selection**

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