

# Benefits at Principal People

2023





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## Competitive Commission Structure

A massive draw to working in recruitment is of course the commission you can earn. At Principal People you can earn up to 27.5% of your billings. Our highest billing Consultant earns in excess of £150k, while 80% of our Consultants earn in excess of £65k a year and 50% earn in excess of £80k. Our Resourcing Partners are paid up to 40% of the fee in recognition of their huge contribution to our business. Typically, after 2 years of service, you can expect to earn in excess of £40k as a Resourcing Partner, while our highest billing RP earns £65k.

## Working Parents Parental Leave

Our working parents are entitled to parental leave from the day that their child is born. This can be used to top up maternity/paternity pay, or to care for your child or children during sickness or emergencies. We offer 8 days of fully paid parental leave each year which really helps our employee's respective family units.

## £500k Club

Once you've hit the incredible milestone of billing £500k (47% of our billers have already done so) you are gifted with a £500 voucher to spend anywhere of your choice and a day out with our Directors and the rest of the club members. Once you're in the club, you're there to stay until you hit £1 million and move up to the Millionaires Club. This means that every time a colleague hits £500k – you celebrate with them by joining the day of fun.

## Enhanced maternity and paternity pay

Team members are entitled to a number of additional weeks at full pay based on length of service.





### Gym Lunch

As a part of our commitment to well-being, each of our team members can take an extended lunch break once a week. This extra time can be used to do something fitness related; whether it be a workout, a class or simply going for a run.

### Millionaires Club

Our most coveted club within the business – recognising your insurmountable achievement of billing one million for the company, which 28% of our billers have already reached. With a gift of £1,500 to spend on anything of your choice and a luxury day out of shopping, lunch, dinner and drinks with the Directors and the rest of the Millionaires Club. Some of our recent MC days out have included Sushi Samba, Nobu and very memorable evenings in the city!

### Up to 32 days of Annual Leave

We believe that well-rested, well-travelled employees are better employees and we actively encourage each of our team to take at least a week off each quarter, with our Christmas closure allowing some much-needed rest before the start of the new year. Your annual leave allowance grows by one day for each year of service, to a maximum of 32 days plus Bank Holidays. This means that you can enjoy a whopping 40 days off each year!

### Christmas Closure

In recent years we have closed the business for two consecutive weeks over the Christmas period. As much as possible, we ask the team to have this time as a complete break, but some prefer to take a week to 10 days, which is no problem. As long as you have a complete break at the end of a busy year, we are happy!

### Annual Team Holiday

For the past three years consecutively we have achieved our targets as a business to take the team on a companywide holiday together. This has been a wonderful opportunity to have fun in the sun together and is typically held at a private villa.



### Interest-Free Loan

Following 12 months of service, we offer 0% interest to support you with a personal loan. Whether this is a contribution towards a new home deposit, a new car, a special travel opportunity or growing your family – we are really happy to support you.

### 5 Years of Service Sabbatical

Always dreamt of being able to see the world, learn a new language or just spend more time with your family? You can make this a reality with our 5 years of service sabbatical. Once you have reached 5 years of service, you can apply to take a sabbatical of up to 3 months. One of our team members is currently taking this opportunity; spending two months in America.

### Wellbeing Allowance

Each of our team receives £30 per month in addition to their salary to spend on whatever well-being means to them. Whether this is a gym membership, through to healthy eating or private yoga classes.

### Lunch Club

Our high performers are treated to lunch, drinks and half a day out of the office each month.

### Private Medical Cover

Post 12 months of service, all of our employees benefit from private medical cover. Our generous package supports you with cashback plans, help paying for new glasses and dentistry and even a cash gift for welcoming a new baby

### Wellbeing Line

Mental well-being is a critical part of living a healthy life. Many of us will struggle with mental health and well-being at times in our lives and we offer a confidential, external telephone support service for these instances.







### Critical illness

If you become critically ill while working for Principal People, you are insured through us to receive a generous cash benefit to support you through this.

### Flexible working

Post 6 months of service, all of our team have the opportunity to work from home for 2 days each week. Additionally, we offer agile working, allowing you to start later or finish earlier to go to the gym or meet personal commitments. From day one, each week, all of our team are offered a gym lunch – which is an extended 2-hour lunch break to do something fitness based.

### Death in service

We offer generous death in service cover which is a multiple of your basic salary.

### Finance Advisor

All of our team have complimentary access to our Financial Advisor. He joins us once a quarter to offer informative workshops on a range of subjects important to our team and is available for one-to-one guidance and support if you have a specific need.

### Cycle to work scheme

We are pleased to offer this to all of our employees. Receive a contribution to a new bike to support you in getting to and from work actively!

### Years of service gifts

We celebrate key milestones with you through your career with Principal People with a personal gift of your choice and once you hit 5 years of service, an additional day of annual leave to enjoy.

### Annual celebration of our support team

Our administration team is the backbone of our business. We celebrate them each year with a special treat of their choice from afternoon tea to a beautiful lunch and half a day out of the office.



01252 759 162

[info@principalpeople.co.uk](mailto:info@principalpeople.co.uk)

[www.principalpeople.co.uk](http://www.principalpeople.co.uk)