



covernet

SMART INSURANCE SOFTWARE

Employee Benefits Summary



Welcome to your complete employee benefits package!

Your benefits package is shaped around employee needs and wants, it promotes health and well-being, and is designed to provide both perks and peace of mind.

The package is benchmarked every year to ensure we remain competitive, and we are always open to new ideas and suggestions.



Employee Benefits Summary

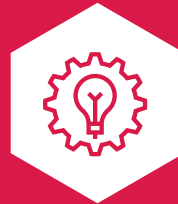
This benefits package has been carefully created to complement and support our core values. As a company these values underpin every aspect of our business and can be seen in all of our interactions, both within our team and with our customers.



TEAMWORK

For us, it is simple: Covernet is the people who work here. We are proud to say that many of our team have worked with and progressed with us since we were established in the 1990s.

Through our collaborative working environment we continue to place teamwork at the heart of everything we do.



INNOVATION

We have always had a culture that supports innovation, pushing the boundaries of insurtech for nearly 3 decades.

This culture of innovation is now embodied in our inhouse research and development Lab – Discovernet, where the next generation of insurtech is currently being worked on.



EXCELLENCE

Our reputation for Excellence has been earned over years of delivering at the highest level for our clients. As we have grown we have embedded the right processes and procedures in our working culture to ensure that we continue to offer this excellence of service.

All our working practices are documented and certified to international standards with both ISO 9001 Quality and ISO 27001 Information Security.



RESPECT

Everything we do at Covernet begins with respect. We hire good people and trust and empower them to do the right thing by themselves and other people: our customers and the community.

Respect guides how we treat each other and everyone we interact with and is built into the employee experience from the beginning – personal development and Health & Well-being take equal precedence in everything we do.

Career Development

We believe that Career Development is key to both the growth of our company and the happiness of our team. That's why we have invested heavily in our award-winning people development initiatives.



Covernet Causeway

Our Career Development Framework, the 'Covernet Causeway', is designed to help guide our people in developing their own objectives and clarifying where they want to get to.

The Causeway clearly outlines career pathways and defines the technical skills and behaviours needed for each role.



Covernet College

Covernet College has been developed to provide a broad range of tools and resources that cater for professionals in every role and at every stage of their career. The College encompasses a Learning & Development Framework that supports both formal professional training and in-house workshops and brown-bag sessions to maximise knowledge transfer and personal development.

Professional Qualifications support is available across a range of disciplines, with financial assistance provided towards professional body memberships, materials, exams, study days and bonuses for achieving qualifications.



Colleague Recognition Committee

Our reward and recognition framework encourages all team members to celebrate the efforts of their colleagues. A simple nomination process is supported by a committee drawn from all levels of the company, meeting monthly to review and reward team members with gift vouchers and team recognition awards.



Service Awards

We hold an annual celebratory event to recognise team members that have reached important anniversaries during the year, with a drinks reception and lunch followed by the awards ceremony recognising their commitment and loyalty.

Financial Benefits

As well as a competitive salary continually benchmarked against the market, our enhanced financial incentives have been designed to help team members deal with the needs of today and plan for tomorrow.



Pension

We offer a 5% of salary matched contributory pension scheme managed by Aegon – this includes access to an online portal which provides real time tracking of your pension fund, and the opportunity to tailor your investment.



Health Insurance

BUPA private health insurance is provided to all eligible UK based employees – with the opportunity to add partners and dependents for an additional contribution. The scheme is on a medical history disregarded basis, and includes a comprehensive list of covers. The scheme also provides BUPA Blue – a 24/7 phone/video call service to GPs, Nurses, Physios, Pharmacists and Mental Health nurses.



Life Assurance Cover

Our Life Assurance pays out a lump sum benefit to your family should you lose your life whilst employed with us.



Income Protection Cover

Employees also benefit from our income protection insurance cover which will provide financial support for staff who are deemed unable to work due to illness or injury for a period of up to 2 years, the cover provides 50% of your base salary and your pension contributions.



Discounted Car and Home Insurance

We can avail of commission free insurance for ourselves and close family members from our colleagues at AbbeyAutoline Insurance Brokers.

Work-Life Balance

We realise that a healthy work-life balance is essential for the long-term well-being of our team members so we foster an environment that supports flexibility and is family friendly.



Hybrid Working

We offer a hybrid approach to working (2 days a week in the office), with team members able to balance their week between working remotely or coming into the office. We aim to ensure office days are as team centric as possible with team building and social events designed around the days when most of the team are in the office.



Core Hours Flexible Working

The working day is flexible at Covernet so that you can arrive a little earlier or later, and the same applies at the end of the day as long as you are there during our core hours. We find it takes the stress out of school runs and makes visits to the gym a lot easier!

Up to 39 days' Annual Leave with service

We offer a very generous paid annual leave allowance of up to 39 days holiday including bank holidays.

Medical Appointments during Paid Hours

Need to attend a hospital or dentist appointment? Our benefits include an allowance for a number of appointments during work hours annually.

Maternity Leave

We offer an enhanced maternity leave for those who have served more than 2 years with the company – this covers 6 weeks full pay and 20 weeks of half pay. We also provide paid time off for antenatal appointments for both parents.

Employee Benefits Summary

Health and Well-being

There is nothing more important than the health and well-being of our team members, we invest carefully to ensure that there are benefits in place to help them remain happy and healthy.

Wellness Sessions and Wellness Room

Our wellness room offers a tranquil environment which can be used for staff to take a little time out, away from their desks and the hustle and bustle of the busy office. We encourage well-being with wellness sessions run throughout the year with Yoga and Meditation practitioners coming on-site to guide the team to relaxation.

Health Insurance

We offer BUPA private health insurance to all eligible UK based employees – with the opportunity to add partners and dependents for an additional contribution. The scheme is on a medical history disregarded basis, and includes a comprehensive list of covers. The scheme also provides BUPA Blue – a 24/7 phone/video call service to GPs, Nurses, Physios, Pharmacists and Mental Health nurses, and BUPA Touch – an online portal and app that allows you to register claims and book appointments.





Employee assistance and health and well-being support package

We offer a comprehensive Employee Assistance and Health and Well-being support package provided by Unum. This comes with an always available 'Help@Hand' app to get in touch with trained professionals who can help.

Eye care scheme

Free eyesight checks with Specsavers and a generous contribution towards eyewear.

Dental scheme

A discounted private dental scheme, also provided by BUPA is available to all UK colleagues at a reduced cost.

Free fruit and healthy breakfasts

Help yourself to the free fruit, healthy cereals and smoothie making facilities in our office.

Seasonal Flu jabs

We provide seasonal flu jab vouchers to allow all of the team to get their seasonal jab via their local pharmacy.

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Social

Covernet is made up of a group of welcoming people, something that goes hand in hand with one of our core values – Teamwork. There are always plenty of activities available to take part in, either through our Social Events group or our Charity Committee.



Team day pizza

You'll never go hungry with our fortnightly team pizza as well as our regular celebration events to recognise our team's achievements – this might range from coffee and doughnuts to fully catered lunches – just to say thanks and well done!



Organised social events

A regular calendar of social events gets organised throughout the year, with a mix of activities that can be enjoyed by the whole team.



Christmas party

There's always a great night had at our annual Christmas party – with a fully funded festive meal and bar. The perfect time to get glammed up and have some fun!



Summer BBQ

Our annual BBQ is held each summer with invites extending to our teams' families. Catering and drinks are all provided by the company – what better opportunity to relax, unwind and meet the wider Covernet family!



Monthly charity lottery

You can choose to opt into our monthly charity lottery in aid of local charities – with two cash prizes (£600+) awarded each month, and also regular free tickets to Ulster Rugby via company raffle.



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