

Employee Benefits

Ireland Employees

Pay & Holiday

Holiday

We offer 22 days starting holiday in addition to annual public holidays which increases with service as set out below. Holiday entitlements for part-time employees will be calculated pro-rata.

Completed Years Service	Annual Entitlement
Less than 1 year up to 4 years service	22 days, plus ten days for public holidays.
4 years service up to 7 years service	23 days, plus ten days for public holidays.
7 years service and more	24 days, plus ten days for public holidays.

Buying Extra Holiday

Colleagues are able to buy up to five additional days of holiday from the company if needed if they are planning a special event or trip, or simply need to take time off work but have run out of holiday entitlement in their current holiday year.

Life Assurance

We provide Life Assurance for all employees aged up to 65, subject to certain conditions that is paid to your next of kin in the event of your death whilst in employment. Colleagues also have the opportunity to nominate who they would wish their life assurance to be paid to.

Pension

All colleagues are eligible to join the pension scheme with a company contribution, after three months complete service. You will be able to join the pension scheme on a voluntary basis with a matched company contribution capped at 1.5% of your basic salary. You can increase your employee contribution through an additional voluntary contribution (AVC) should you wish to.



Maternity & Adoption Leave

We are pleased to offer enhanced pay for the first 18 weeks of maternity and adoption leave as set out below. This is subject to colleagues having at least nine months at the expected birth date or at the point they are matched with a child for adoption and if normal earnings exceed the Statutory Maternity Benefit.

Period	Entitlement
Week 1 to 6	100% of your basic weekly earnings.
Week 7 to 12	75% of your basic weekly salary.
Week 13 - 18	50% of your basic weekly salary.
Week 19 - 39	Remaining weeks of leave would be at the statutory amount.

We also enhance paternity pay to be paid at 100% of basic pay for the first three days of leave.

Health

Employee Assistance Programme

Bupa Employee Assistance is a confidential and independent counselling, advice and information service, which is available at no cost to all employees and It is available 24 hours a day, 365 day a year and provides instant access to a qualified Counsellor or Advisor who will give objective and expert advice on a wide range of personal and work related problems.

HSF - Health Plan

As an employee of Europcar Ireland, you can receive a variety of benefits via a HSF health plan. The HSF health plan provides cover for day to day medical expenses with a number of benefits which includes cashback for dental and optical bills, grants for hospital stays, vaccinations, a 24/7 GP advice line and a prescription service. After six months' service, colleagues also have the opportunity to upgrade on plan options available at your own cost.

Eye Test

If you regularly use a VDU then you may be entitled to an eye test voucher. This voucher will provide you with your initial eye test and, if appropriate, a contribution towards spectacles up to the value of €69 for use with a display screen will be provided.

Voluntary Flu Vaccination Voucher

As part of our commitment to the health and safety of our colleagues, flu vaccination vouchers are offered on a voluntary basis to all colleagues who would not qualify for a free flu vaccination through the HSE. These are offered annually during the Autumn / Winter period.

Company Sick Pay

Statutory sick pay allows colleagues to be paid 70% of basic salary for five days of absence per year on production of a sick note. The Company will top-up these five days to your full basic salary.

Discounts

Staff Vehicle Rental

Staff rental rates are available to employees at a discounted rate.

Friends & Family Rentals

Friends & Family rates are available to friends of employees of Europcar and to any family members that are not eligible to hire using staff discounted rates.

Cycle2work

The Cycle2Work Scheme is a tax incentive scheme that encourages employees to cycle to and from work, under the scheme you can select a bicycle (regular & e-bike) up to a certain value and this amount is then deducted from your gross salary each month for 12 months.

Accor Benefits - ALL Heartists Card

We are pleased to offer employees, with over one year's service, an All Heartists discount card which offers access to discounted rates for hotel chains within the Accor group.

Other Discounts & Benefits

The Company has partnered with HubEx and our benefits are detailed in the online portal. This also has a number of other benefits including hotel, shopping, travel and gym discounts.

Any non-contractual benefits listed in this document are subject to change and withdrawal. Existing colleagues should also refer to their service agreement to view their contractual entitlements which take precedence over this document.

