

EMPLOYER VALUE PROPOSITION

2024



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TDS is committed to equality, diversity and inclusion in our workforce and to be truly representative of all sections of society and our customers.

We want to be the best at what we do to secure our vision of making life easier for our customers. To achieve this we know it is our people who will make that happen. TDS is a great place to work – and here's why:

Career

- Designated learning and development time
- Industry recognised qualifications
- Quarterly performance reviews
- Internal advertising of job vacancies
- Inspiring Leaders mentoring programme
- Management framework and World Class Manager programme

Benefits

- Competitive salaries
- 33 days annual leave including bank holidays
- Enhanced maternity and paternity pay
- 4 x salary Life insurance which includes 24/7 virtual GP Access
- Bupa private healthcare for all employees and their families
- Bupa cash back plan
- Private dental scheme
- Employee Assistance Programme
- Enhanced pension
- Rental deposit scheme
- Reward Gateway discount scheme
- Day off for Birthday
- Cycle to Work Scheme

Work Environment

- New contemporary office
- Onsite café
- Central location with excellent transport links
- Multiple food outlets on the doorstep
- Onsite parking
- Shuttle bus from rail station
- Hybrid working
- Individual laptops
- Onsite showers

Culture

- Regular social and team building events
- Working groups created and led by colleagues
- Diversity focussed initiatives
- An emphasis on Giving Something Back
- Colleague consultation forum
- Peer recognition scheme
- Wellbeing strategies
- **#3** in the top Not for Profit companies to work for in 2021

CAREER

You benefit from dedicated time to focus on learning and development with specific departmental training, core companywide elements as well as individual professional development with our learning management system. All colleagues study towards a recognised qualification to aid wider knowledge of the industry in which we operate.

You can discuss your performance and development needs in your quarterly performance meetings, and you can track your progress towards your personal objectives throughout the year.

We offer an 'inspiring leaders' mentoring program to support those seeking career progression as well as a management framework and World Class Managers training program. Job opportunities across the company are advertised internally and cross departmental shadowing and experience is available to gain a taster of other areas of the business.



BENEFITS

You gain a competitive salary with 33 days of annual leave including bank holidays, plus an additional day off for your birthday, and we frequently undertake benchmarking exercises on our remuneration and benefits package to stay ahead.

We are at the forefront with our family friendly policies including enhanced offerings of maternity, paternity, hybrid, and flexible working arrangements. Colleague wellbeing is crucial, and we offer family paid private healthcare with Bupa and a cashback plan covering a range of aspects from prescriptions to physiotherapy.

You are given access to an employee assistance line with an opportunity for online counselling sessions. There is also colleague life insurance providing for 4 times your salary.

We also offer several voluntary paid benefits including a dental plan, cycle to work scheme and a rental deposit loan option which financially supports those colleagues looking to rent or move within rental properties. Our enhanced pension scheme and salary sacrifice option enable colleagues to financially prepare for their future.



WORK ENVIRONMENT

Our modern offices provide an attractive place to work with onsite parking, excellent transport links, train station shuttle bus and even bike storage areas making it an accessible location whatever your mode of transport.

The onsite cafe as well as tempting food outlets all around us provide ample choice for food on the go or if you prefer to bring your own, the office kitchen and breakout area offer a quiet place to step away from your desk and enjoy your lunch.

No two days need to be the same when you're in the office; the open plan design and freedom to choose where you sit enable you to be amongst, engage and learn from colleagues across the business. Our hybrid working model currently requires minimum attendance in the office of 2 days a week [or more if that's where you're

most productive]. On those days of remote working, having your own laptop enables instant access to the systems you need and the provision of a second screen for home working means you don't need to compromise on productivity.



CULTURE

We encourage curiosity, reward those who challenge the status quo and place colleagues at the centre of everything we do. Our values were created by and for our colleagues, from those just starting out in their careers to the Chief Executive, these values are exemplified in all the work we do. Customer excellence, teamwork, making a difference and fairness are all part of what makes us who we are, and we are committed to creating a culture that respects and values each other's differences.

Opportunities to learn and work with colleagues from different areas of the business are promoted through a range of colleague led initiatives such as Diversity, Wellbeing and Fundraising working groups as well as Customer Service Excellence accreditation project team. Our Giving Something Back project enables colleagues to be at the forefront both individually and through company led contributions with two key areas Sustainability and The Local Community.

Our social events are a great way to get to know colleagues outside of the working day and team building exercises and initiatives are undertaken across the business. Our colleague recognition scheme puts the power in colleagues' hands to recognise and reward each other for the work they are doing whilst our colleague consultation

forum enables peer elected representatives to be our voice.


Mental wellbeing is just as important as physical wellbeing and dedicated initiatives and an overarching strategy ensure this is a core focus. Members of the well-being team regularly check in with colleagues both in person and virtually to provide a friendly face and our trained mental health officers are there to deliver support and specific signposting when needed.

Our people love what they do and how they do it. You don't just need to take our word on that one, we were awarded in 2021 #3 in the Top 100 Companies to work for.





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