

Aptus Utilities Employee Benefits

About Aptus Utilities

Aptus is a Multi Utility company designing, installing and commissioning mains and services to housing and industrial and commercial developments.

At Aptus, we pride ourselves on making connections easy for developers, and therefore our customer service is absolutely key to our success. This is why we really invest in our people to ensure we deliver what we aim to deliver.

Aptus Utilities was founded in 2010 and the business has ambitious growth aims taking us well into the future, there is no doubt that this is an exciting company to be a part of.



APTUS UTILITIES TIMELINE



Our Depots

CUMBRIA & SCOTLAND
Ullswater House
North Lakes Business
Park
Penrith, CA11 0JG

NORTH WEST
Unit G3 Leyland Business
Park
Centurion Way
Leyland, PR25 3GR

Head Office
Aptus House
Unit 19-20, Barrs Fold Road
Wingates Business Park
Bolton, BL5 3XP

NORTH EAST
Unit 16a, Follingsby Park
Gateshead
Tyne and Wear
NE10 8YG

YORKSHIRE
Unit 2-4, New Court,
Mildred Sylvester Way,
Normanton, West
Yorkshire, WF6 1TA

MIDLANDS
Unit 11, Smiths Close
Zone 3 Burntwood
Business Park
Staffordshire WS7 3FT



Our Colleagues

Don't just take our word for it. This is what some of our colleagues have to say about working with Aptus

Very caring employer, great reputation, I feel a very valued member of the Aptus team

Very good company to work for and happy to be apart of the team

Fantastic place, nowhere better, very happy

We do everything to a higher standard than everyone else

A little cliché but I wouldn't want to work anywhere else

One of the best places I've worked. They really look after you. Great place to work

At Aptus, everything is done how it should be

Aptus Utilities is a fantastic employer with excellent morals, values and personnel

Aptus works hard and plays hard, the team I work in are as close to family as colleagues get

Hands down the best company I've worked for

This is the best company I have ever worked for!

If I had an issue I know it would be sorted

Our Offering

We recognise that where you work is a huge part of your life, which is why we aim to make your employment with us as enjoyable and rewarding as possible. Here are just some of the benefits that we offer as a Thank You for working with us

Healthcare Benefit

At Aptus, we believe that you shouldn't have to worry about cost when it comes to your health. This is why we have partnered with UK Healthcare to provide a cashback plan, where you can claim money back for eye-care, dental treatment, prescriptions and more. Aptus enroll all employees to Level 1 and everyone has the option to upgrade their cover and add partners to their policy. Not only this, but up to 4 dependents can be added free of charge! Full details of categories and cashback amounts will be provided on employment commencement.



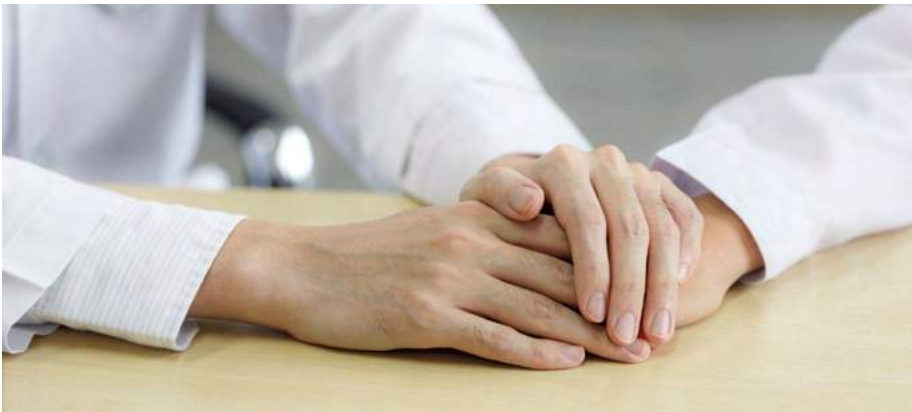
Pension Scheme

We know how important your long term future is, even after you finish your career with Aptus, which is why all of our colleagues are enrolled into our workplace pension scheme. Further details on Workplace Pensions can be found at <https://www.gov.uk/workplace-pensions>

Our Offering

Death In Service Benefit

Should the worst ever to happen whilst you are an Aptus colleague, you will be covered under our Death In Service Policy. Full details of the scheme are provided on commencement of employment with Aptus. In the event that this was to be paid out, it will be done so under the policy's T&Cs



Employee Assistance Programme (EAP)

When you come to work at Aptus, we want you to bring your whole-self with you, so we see your mental and financial health just as important as your physical health.

All our colleagues are offered access to an EAP helpline, which is a confidential service offering help in your time of need. Further details will be provided when you commence employment

Long Service Recognition

When our colleagues make it to 10 years, we like to make a bit of a fuss!

When you reach this important milestone, you will be recognised and your contribution to the business celebrated.

We also reward our staff with additional days annual leave when they reach other milestones throughout their career with us.

Company loyalty is important to us and this is our way of saying thank you.



Our Offering

Flu Vaccination Scheme

Everyone at Aptus is offered a flu voucher which can be redeemed at a participating pharmacy for a vaccination. The schemes usually commence in September and details about the vouchers will be communicated to you in the run up to the flu season.



Continuous Feedback

It's really important to us that you are happy in your work. This is why we continually ask you for feedback on your experiences. This could be at informal or formal reviews, as part of a survey or part of a colleague forum. Any feedback is considered so that we can initiate change within the business.



Colleague Appreciation

We love celebrating the successes of our people - whether it's a shout-out from a customer or member of the public, recognition from a line manager or another colleague, or a significant contribution to business performance. We share the details in our regular company updates and even offer prizes to those people who have been identified. These range from meals out and pamper packages, trophies and vouchers, to experience days away.

If the company wins an award (which we often do!) we ensure that we share the news with everyone and if you have contributed to the accolade, you may be lucky enough to be shortlisted to attend an award ceremony.



Our Offering

Christmas Shut Down

We want all of our colleagues to be able to have really relaxing Christmas break with their families and friends without worrying about what work they may be coming back to. This is why the whole business shuts down over the Christmas period, allowing everyone to enjoy the break worry-free. That way, everyone returns to work in January feeling well rested and ready to start the year afresh.



Bespoke Systems

We invest heavily in our systems and because our they are bespoke to Aptus, we can make amendments depending on business requirements, when required. We encourage feedback from the people who are using the system regularly and never implement a 'computer says no' policy, ensuring a user friendly experience.

It's the Little Things...

Each of our depots offers free on-site parking facilities.

Each depot is also fueled with plenty of free tea, coffee, milk and soft drinks so you can enjoy a drink, for free, whilst you are in the office or visiting the depot.



Social Events

Having fun with your colleagues is an important part of Aptus life.

Family Fun Day

The Aptus Family Fun Day has become an annual event in the diary which is not to be missed. Each colleague is given a free ticket to the day, along with tickets for their immediate family members. Each ticket includes admission, food, drinks and entertainment throughout the afternoon. This is considered a Thank You to all Aptus personnel for their hard work and we feel it's important to invite your family along to celebrate the success of our colleagues and the business.



Christmas Party

Each year, we host a Christmas Party for all employees. The event is a free event with all food, drink and entertainment included. It's an excellent opportunity to socialise with your colleagues in a non-work environment, whilst enjoying some festivities in the run up to Christmas

Family Friendly

Having a child is one of the most important times of your life and we want you to be able to enjoy your experience. We allow all colleagues time off to attend a reasonable amount of antenatal/matching appointments on full pay.



Maternity and Adoption Leave and Pay

Parents who qualify will be entitled to up to 52 weeks maternity leave and to up to 39 weeks Statutory Maternity Pay (SMP)

Paternity Leave and Pay

The first few weeks after welcoming your new family member is such an important time and we want to ensure that you get the opportunity to enjoy the time as a family. We therefore offer 2 week paternity leave and pay, providing qualifying criteria are met.

Shared Parental Leave

Shared parental leave is a reasonably new government incentive, where you can share up to 50 weeks of leave and up to 37 weeks of pay between both parents. Aptus is happy to support this legislation and further information can be found at <https://www.gov.uk/shared-parental-leave-and-pay>

Flexible working

All our colleagues can request flexible working, which may include remote working, part time hours or changing start and finish times. One request can be submitted per year and all requests will be considered, but business needs must always be taken in to account before any agreement is met. Where we will try to accommodate requests where it is possible, some may unfortunately be rejected for valid reasons.

Tax Free Childcare

You can get financial support for the childcare of your children by signing up the tax free childcare. This scheme replaces the previous childcare voucher scheme. More information can be found at <https://www.gov.uk/tax-free-childcare>

Development

We invest heavily in our People as we know that good people make for a good business. In order for our site based colleagues to carry out their roles effectively and safely, they need a number of specialist qualifications. However, we don't just ensure that our people have the basics, we go above and beyond to ensure that everyone is highly trained to ensure that we provide the excellent customer service that our clients expect from Aptus.



Investing In The Team

In the year 2020-2021, Aptus delivered **5360** hours of training across **766** training courses over the business. In the same year, there was also **9** colleagues working towards an Apprenticeship, either a specialist Craft Apprenticeship or a Business Administration Apprenticeship. In 2021-22 we already have **28** colleagues on enhanced leadership and management training alongside **25** people who are signed up to 5 year development plans.

NATIONAL APPRENTICESHIP WEEK 2021


Aptus Utilities

Apprentices By Numbers

2012
FIRST APPRENTICE


Our first apprentice joined on a business administration apprenticeship when the company had just 9 employees

30
CURRENT APPRENTICES AT APTUS UTILITIES


These have either already graduated or are in training in Business Administration or Multi Utility Apprenticeships


NEW APPRENTICES SO FAR IN 2021 **3**

This includes our first Midlands based apprentice, who has joined on a Business Administration Apprenticeship

2 AWARDS WON FOR APPRENTICESHIPS & TRAINING


Most recently Aptus was crowned North West SME Employer of the Year at the National Apprenticeship Awards 2018


APPRENTICES' COMBINED LENGTH OF SERVICE **95**

This includes 22 graduates and 8 current apprentices. Our longest-serving graduate has been with Aptus for 6.5 years

16 AGES OF OUR YOUNGEST AND OLDEST APPRENTICES AT START **29**

Aptus Utilities apprenticeships are for everyone
Find out more at www.aptusutilities.co.uk/apprenticeships