

Our Flexible Benefits Package



Real Living Wage



Nviro is a Real Living Wage Employer and believes that all of our people deserve a wage that meets everyday needs. As a result, colleagues receive a pay increase each year in line with the Real Living Wage. The current Living Wage rate is £9.90 per hour and will rise to £10.90 from 1 May 2023.

Pension Scheme



Our pension scheme is with NEST. Taking time to understand how pension savings work could help you put the right plans in place so you can enjoy a better retirement. This is an opt-in or out scheme and Nviro will contribute towards this.

Wellbeing App - WeCare



WeCare provides a range of wellbeing services including Mental Health, Financial and Legal wellbeing and access to a 24/7 GP. To access the benefits, download the free WeCare app, set up a profile and use Nviro's unique access code (E31276).

Discount Portal – Coming December 2022



All colleagues will have access to a discount portal that includes offers, discounts and cashback on retail, health, wellbeing, days out, restaurants and more.

Be a Hero Day



Every year on 21 June, we celebrate 'Be a Hero Day' by giving colleagues an additional day's annual leave (pro-rate for part-time hours). We don't mind when or how colleagues use their day off but we encourage them to use it as an opportunity to give back and be a hero in their local community.

Shine Recognition Scheme



Our Shine Recognition Scheme is a way of celebrating all the great work that goes on within Nviro. All nominations are encouraged and can be made by colleagues, clients, and building users to recognise a cleaner or support colleague that has gone above and beyond.

Progression Opportunities



We have a variety of progression opportunities available to support those wishing to progress within Nviro and develop their skillset to be able to move into leadership roles. We also offer all colleagues the opportunity to study functional skills in maths and English, at a college close to home.

Recommend a Friend Scheme



If you introduce a friend or relative to Nviro and they are successful in getting a job, you can earn up to £100. When your friend gets appointed, £50 will be paid automatically in your next pay and after they complete three months service, you will be paid the other £50 in your next pay.