

Our 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.

Pension Scheme



Our pension scheme is with NEST. This is an opt-in or out scheme and Nviro will contribute towards this. You can also choose to make changes to your contributions through a salary exchange scheme, saving you money through your tax and NI deductions.

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



All colleagues 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, support colleague or a team 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.

Buying Additional Holiday



You can buy up to three days of additional holiday with this scheme. If you wish to buy additional days, the cost of the days will spread over the year, with the deductions made over a 12 month period starting from 1 May.

Benefits Platform



My Benefits World

Our benefits platform gives you access to information on all our company benefits. You can view your Pension, the Employee Assistance Programme, WeCare, Shine Recognition Scheme and loads more.

Eye Tests with Specsavers



We offer vouchers from Specsavers to use at your local Specsavers store, which include one complete pair of glasses from the £45 frame range when required solely for DSE use OR a £45 contribution towards an upgrade to other frame ranges.

Toothfairy



You have access to a smart dental app, with a company called Toothfairy. This app is designed by dentists and partnered with real dentists in the UK. Toothfairy provides instant access to advice, guidance and prescriptions, all from the comfort of your own home. All you need is the access code, **E31276**.