

United Kingdom Benefit Plans & Programs

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INTRODUCTION

The following table provides you an overall picture of the Benefits Framework under different entities in the United Kingdom (UK). More detailed site specific benefits defined at local will be presented by your Site HR Partner or recruiter.

- Site-specific summary of Benefits
 - [Heanor](#)
 - [Oldbury](#)
 - [Warrington](#)
 - [Wrexham](#)

UK - COUNTRY BENEFIT PLANS & PROGRAMS - APPLICABLE TO ALL SITES

Benefit category	Benefit type	Benefit description
Perquisites	Medical (including dental/optical/ hospitalization/critical illnesses/ etc)	Private Medical Insurance - single person.
Perquisites	Medical (including dental/optical/ hospitalization/critical illnesses/ etc)	Private Medical Insurance - family cover.
Perquisites	Employee Assistance Program (psychological /legal support/ tax support/ etc)	Assistance and wellness program.

UK - SITE SPECIFIC BENEFIT PLANS & PROGRAMS

Site	Legal Entity	Benefit category	Benefit type	Benefit description
Oldbury /Watford	SSUKL	Retirement	Pension / Savings plan	Final Salary Pension Scheme, includes death in service cover (4 x salary) and medical early retirement terms. Closed to new employees from 2003.
Oldbury /Watford	SSUKL	Retirement	Pension / Savings plan	Defined Contribution (DC) Scheme, includes death in service cover (4 x salary) and medical early retirement terms. Open to all new employees.
Oldbury /Watford	SSUKL	Perquisites	Income protection	Long term illness plan/60% salary weeks 29 to 128 of absence. For all employees.
Heanor /Wrexham	Cytec	Perquisites	Income protection	60% form 28 weeks up to 5 years or retirement whichever is sooner.
Heanor /Wrexham	Cytec	Retirement	Pension / Savings plan	Defined Contribution (DC) Scheme. Open to all new employees. Open to all new employees.
Wrexham	Syensqo Interox	Perquisites	Lunch/food allowance/tickets /subsidised cantine/ etc	Subsidised canteen for all employees.

Date last updated: 04 Sept 2024