

# Working for Plowman Craven



Whether you are an experienced surveyor or just embarking upon your career, take the opportunity to consider a career with Plowman Craven.

Plowman Craven is a great place to work, where we always attract, develop and retain high calibre individuals.

Here, we have set out for you some of the benefits in working for one of the premier surveying companies in the UK.

## BENEFITS

### Salary

We offer highly competitive salaries which are dependent upon qualifications and experience. Salaries are reviewed annually or more regularly based upon performance as appropriate.

### Pension

We offer a generous and competitive pension plan which exceeds minimum requirements as set out by legislation. In September 2017 there are matched contributions of 2% rising to matched contributions of 3% and then 5% from October 2018.

### Life Assurance

This valuable benefit would be payable at 4x basic annual salary on the death of a member for all permanent employees.

### Affinity Benefits

We offer further affinity benefits to all employees this includes advice for mortgages, investments, protection, estate planning, financial review and more.

### Holiday

Holiday entitlement commences at 25 days per annum plus bank holidays and rises incrementally in accordance with level of service to 30 days per annum plus bank holidays.

### Bonus Payments

Whilst non-contractual, and cannot be guaranteed, the company offers regular discretionary bonuses through the year which is based on performance.

### Overtime and Expenses

There are many opportunities for undertaking overtime, and all travel expenses are reimbursed from your home or designated office to/from site on a fortnightly basis. Mileage is currently paid at 45p per mile, 5p per mile for passenger mileage plus any parking fees and congestion charges as appropriate.

### Allowances for Working Nights and Subsistence for Overnight Stays

Depending on the timing and location of projects that you are working on, a night allowance and/or subsistence may be paid.

### Healthcare Cash Plans

We provide a discretionary Corporate Healthcare Cash Plan from Health Shield. There are six levels to choose from with each level providing different annual cash-back allowances for health treatments such as optical, dental, physiotherapy and much more for you to claim.

### Employee Assistance Programme Confidential Telephone Counselling Service

All employees, and immediately family members who live with you, have access to a confidential telephone counselling service, which, where appropriate, includes onward referral to relevant voluntary and/or professional services.

The counselling service can be utilised 24 hours a day, seven days a week, on a wide range of issues and concerns.

### Childcare Vouchers

We offer a Childcare Voucher scheme which helps working parents save money on childcare via reduced tax and National Insurance Contributions.

### Professional Development

As an Investors in People accredited organisation, we actively encourage employees to pursue professional development appropriate to their career at Plowman Craven. We currently support individuals in gaining CICES, RICS and other qualifications. In addition, Plowman Craven pays 50% of the membership fee for a professional body and 100% for full membership.

### Career Development

Our strategy is that where possible we will promote from within and, being one of the largest measurement survey Companies in the UK, we have flexibility to do this, ensuring no glass ceiling exists at Plowman Craven.

We have an inclusive appraisal process supported by behaviours and competencies which we apply when considering promotions within the business.

We invest significantly in training, and have this year introduced a tailored Junior Surveyor Programme spanning a one year period for those who join us looking to embark upon a professional career.

For our Surveyors who act in a Lead capacity role on site, we have provided external management training as well as investing in management development programmes for others who have demonstrated capability and interest in this area.

### CPDs, Innovation and Creativity

Innovation is at the forefront of everything we do at Plowman Craven. Through our innovation team, employees have the opportunity to get involved in our "Kickbox" initiative which provides employees with the resources to develop a creative

idea which improves the way we work or is aligned with our focus to measure more with less.

We run regular lunch and learn CPDs for employees run by their peers and since July 2016, we have been running a series of TED talks, delivered by experts on a wide range of topics from science to business issues to how body language shapes who we are.

## Recognition and Long Service Awards

We operate a Recognition Scheme based upon our Company Values whereby anyone can nominate a colleague for an Award. These awards are presented alongside our Long Service Awards at our quarterly Company meetings.

## Technology

Employees are eligible for a discount of up to 25% off your their personal O2 Refresh airtime tariff plans, as well as discounts on a tablet or mobile broadband tariff.

All new operational personnel will be issued with an Apple iPhone and a laptop or tablet with processing software including AutoCAD and Revit.

## Health & Safety

At the very heart of our professional approach to our work is health & safety. Our Health & Safety Committee ensure a rigorous approach is adopted at all times to support our surveyors who work in diverse and varied locations.

We carry out regular workstation assessments to ensure your workstation is set up appropriately and to understand if any adjustments are required for your safety and comfort. We also provide eye test vouchers.

Health and safety is of utmost importance to us and is recognised in our attainment of ISO 18001.

## Employee Wellbeing and Social and Sporting Events

There are free tea and coffee facilities provided in our offices.

Plowman Craven believes that its employees are its most valuable resource and their wellbeing is vital to effective performance at work and the continued provision of high quality services. To this end the Company is committed to providing, maintaining and promoting a healthy and supportive working environment.

In support of this value we have a team of volunteers from across the business who have formed The Wellbeing Group who organise a range of wellbeing and social events throughout the year for all employees to participate in and providing a mechanism for support and feedback. Pay Day Perks is an additional initiative set up and run by the Wellbeing Group to introduce something for our employees' enjoyment each month.

Sporting events include participation in triathlons, football, running and cycling events.

### What our employees say

Our staff are our most valuable asset and we want employees to be motivated and energised. Whilst we recognise that we all need to work hard, we want our staff to enjoy the experience.

[Click here](#) to see what some of them have to say.

### Plowman Craven House

Free off-road parking is available at our brand new purpose-built office in Harpenden



### About Plowman Craven

Plowman Craven is an innovative surveying company and a trusted name which offers a broad range of measurement services across numerous and diverse markets. Operating worldwide, our highly skilled and motivated team make a difference by providing timely, collaborative and accurate solutions to meet your requirements.

the trusted name in measurement

#### Head Office

Plowman Craven House  
2 Lea Business Park, Lower Luton Road  
Harpenden, Hertfordshire  
AL5 5EQ

Tel: +44 (0)1582 765566

Fax: +44 (0)1582 765370

Email: [recruitment@plowmancraven.co.uk](mailto:recruitment@plowmancraven.co.uk)

#### London Office

115 Southwark Bridge Road  
London  
SE1 0AX

Tel: +44 (0) 20 7490 7700

Fax: +44 (0) 20 7490 7701