

Annual Leave Purchase – FAQ

Q. What is the annual leave purchase plan?

A. The annual leave purchase plan allows you to buy up to 3 days of additional annual leave during the designated Open Enrolment period in March.

Q. How does the annual leave purchase plan work?

A. It's simple!

- Elect the number of days you would like to purchase during our Open Enrolment period.
- Your elected days will be placed into your annual leave balance on MyPay in April.
- You will receive a monthly deduction of your purchased days throughout the year.

Q. What is the “value” of my purchased days?

A. Your purchased days are valued based on your basic pay within the month of purchase (March). If your compensation changes during the year, your deductions will not be affected based on your new salary.

See below for an example.

Example:

Basic pay is £20,000 per annum / 260 working days = £76.92 per day

£76.92 x 3 days = £230.76 total

£230.76 / 12 months = £19.23 deducted from each pay slip.

Even if your basic compensation increased to £30,000 per annum, the deduction would remain at £19.23 per month.

Q. What if I missed the Open Enrolment window but still want to purchase days?

A. We understand this is a really popular benefit, however, it is only available during our annual Open Enrolment window in March. Be sure to consider upcoming weddings, planned holidays, etc. and plan ahead.

Q. I started working at Fisher after the Open Enrolment period. Can I still buy a few days?

A. Unfortunately, this benefit is only available to elect into during our annual Open Enrolment period in March.

Q. What if I don't use all of my purchased days by the next Open Enrolment period?

A. These days will be forfeited and they are non-refundable at the end of the year, so please ensure you are using these days throughout the year.

Q. What if I leave Fisher during the year?

A. The total remaining value of your purchased annual leave days will be deducted from your final pay slip.

Q. Who do I contact with questions on the annual leave purchase plan?

A. Please send an email to ~Benefits Services with any queries.