

Employee benefits



At Realise, we believe in nurturing a positive work environment where our employees thrive both personally and professionally. That's why we offer a wide range of benefits designed to make your time with us as rewarding as possible. Here's a glimpse of what you can expect when you join Realise:



Generous annual leave

Enjoy 25 days of paid leave, with the option to buy more. Take Christmas Eve off on us or take a day in lieu. And you'll get three extra days holiday on your 5th work anniversary as a thank you for your dedication.



Employee assistance program and wellbeing platform

Your emotional and mental wellbeing are essential. Access support through our employee assistance program and the thrive wellbeing platform, providing you with the tools and resources to maintain your overall health and happiness.



Flexible work options

We understand that life is dynamic. Benefit from our flexible work options that are tailored to suit your lifestyle and promote a healthy work-life balance.



Health shield cashback scheme

Your health matters to us. With our health shield cashback scheme, you can reclaim the costs of your health appointments or treatments, ensuring you receive the care you need without financial worries.



Exclusive discounts

Enjoy exclusive perks valued at £1,000 per year through Breeze, and the option to purchase a Totum Pro Card, giving you access to a wide range of discounts and benefits.



Enhanced maternity and paternity pay

Family is important, and we fully support that. Enjoy six weeks of full pay for maternity leave and two weeks of full pay for paternity leave, making it easier for you to spend quality time with your loved ones during significant life events.



Employer contributory pension

Secure your future with peace of mind. We offer a company-contributed pension through our partner, Aegon, ensuring you have a financial safety net for your retirement.



Life insurance

Rest easy knowing that you're protected. You'll receive life insurance coverage equal to three times your salary, providing financial security for you and your loved ones.



Birthday leave

Your special day deserves special treatment. Take your birthday off on us and celebrate it in your own unique way.



Refer a connection scheme

Realise will pay an introduction bonus of £1,000 to any employee who introduces a new candidate who is subsequently employed by the Company as a result of that introduction.

At Realise, we're committed to creating an environment where your career can flourish, and your personal life can thrive. Your happiness and success are important to us, and we look forward to supporting you in your journey with us.