



Employee Benefits

SA Team



About

At Instant Impact, we're committed to our employees **mental and physical wellbeing** inside and outside of work.

That's why we've developed a variety of benefits using feedback from our team on benefits they would **genuinely value**.

Turn the pages of our benefits guide to learn more about what we have to offer.



**instant
impact**



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Health & Wellbeing

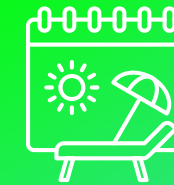
Our **Health & Wellbeing** Benefits are designed to support you inside and outside of work.

From flexible working, through to medical expenses, we're committed to ensuring our team have all of the **mental and physical support** they need.



Employee Wellbeing

We have monthly wellness themes and have qualified mental health first aiders to support if needed.



Generous Holiday Allowance

20 days holiday per year plus public holidays off business-wide.



Work Anywhere

Enjoy up to 4 weeks working remotely anywhere in the world. Or use with leave to extend a trip.



Medical Aid

We contribute R 2,550 through your monthly payroll towards a Medical Aid Scheme.



Flexible Working

Build your schedule around clients and personal needs with our adaptable work hours.



Enrichment Day

Enjoy personal time for relaxation, volunteering, or hobbies. Your day, your choice.



Personal Development



Your Progression

Transparent performance-based progression and pay structure.



10% Improvement Time

Enhance yourself, client knowledge, or Instant Impact expertise each week through reading, training, coaching, external learning, etc.



Learning & Development

We're big on personal growth. Access internal & external training to boost your skills. Benefit from regular best practice sessions and coaching.



Bespoke Leadership & Management Programme

We have a bespoke Leadership & Management programme, designed and delivered in-house by our Learning & Development Manager to elevate your progression.



Annual Budget

Enjoy R6,500 to spend every year on training courses, qualifications, or anything else you need to grow.

Financial Wellbeing

Instant Impact are committed to providing **market-leading** remuneration packages and commission.

We operate with an **open door policy** and always encourage feedback. If there's something you'd value in our benefits guide, just let us know!

*Group life cover – 4x Annual Pensionable Salary | Monthly Income Disability Cover – Flat 75% of monthly salary| Dread Disease or Critical Illness Cover – 1x Annual Salary | Funeral Cover.



Social Wellbeing



Mid-Year Event

We run a mid-year celebration to get the SA team together for a day of fun!



Social Events

We get together during H1 & H2 for social events together.



New Child Gift

Spa day voucher for both parents upon welcoming a new child!



Engagement Gift

R650 celebratory dinner on us for you and your partner upon getting engaged.



Monthly Incentives

Chances to win team dinners, vouchers, and so much more every month.



Work Anniversaries

2+ year anniversaries are celebrated with an annual gift.



First Home Gift

R13,000 toward buying new furniture or décor when purchasing your first home.



Recognition



Instant Recognition

Receive hampers, gift cards and more through our Instant Recognition Rewards!



Values Champions

Chosen by peers for embodying our values. Quarterly winner gets a dinner budget up to the value of R1,300.



Values Voyage

All Values Champions are in with the chance of winning a return flight to anywhere in the world!



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