

long service awards | what you need to know

what are long service awards?

our success as a business is down to us all and the extent to which we contribute to the magic that is wagamama, when you reach a work anniversary milestone, we're delighted to celebrate this with you + reward with a long service award!

what are the long service anniversaries at wagamama?

anniversary	award
1 year	'thank you' email from exec
3 years	cupcakes delivered to restaurant / cpu / noodle hq
5 years	£250 voucher + cupcakes delivered to restaurant / cpu / noodle hq + 1 week additional paid holiday (pro rata'd)
10 years	£500 voucher + cupcakes delivered to restaurant / cpu / noodle hq + 4 weeks additional paid holiday (pro rata'd)
15 years	£750 voucher + cupcakes delivered to restaurant / cpu / noodle hq + 4 weeks additional paid holiday (pro rata'd)
20 years	£1000 voucher / gift value + cupcakes delivered to site / cpu / hq + 4 weeks additional paid holiday (pro rata'd)

frequently asked questions

q1. how will additional paid holiday for 5, 10, 15 + 20 years' continuous service be added to holiday balances?

the additional days will be added to fourth holiday automatically in the month that the person reaches their anniversary

q2. when does the additional holiday need to be used by?

any holiday awarded as part of long service must be used within one year of your anniversary; for example, if you celebrate 5 years service in october 2021 you will need to use the additional 1 weeks holiday by the end of october 2022

q3. how is the additional holiday calculated?

additional holiday for 5,10,15 and 20 years service will be based on your average days, and calculated in the same way your normal holiday allowance is. for example, if you work 5 days per week on average and are celebrating 10 years service you would get 20 days (4 weeks) additional holiday. if your average days equalled 3 per week and you were celebrating 5 years service you would receive an additional 3 days (1 week) additional holiday

q4. what is the maximum holiday i can take off?

we want you to be able to make the most of your additional holiday, whether this means taking that once in a lifetime holiday, spending more time with your friends and family, or re-decorating your house!

to make the most of the time, when you celebrate 5 years service you can use your additional 1 weeks leave with up to 2 weeks holiday, meaning a total maximum time off work of 3 weeks

when celebrating 10, 15 or 20 years service you can take a maximum of 6 weeks off work (your 4 weeks long service leave, along with 2 weeks of your normal annual holiday entitlement)

q5. when can I take my additional holiday?

all holiday dates need to be agreed with your manager as per the normal holiday approval process. the additional long service leave for 5,10,15 and 20 years service is non-contractual and must be used within 1 year of celebrating your anniversary. for example, if you celebrate 5 years service in august 2021 your additional long service leave needs to be taken by the end of august 2022

q6. what if I have left wagamama and then re-joined?

long service awards are applicable for continuous employment, if you leave us for any reason and then re-join your new start date would be the date used for the purposes of your long service anniversary. for example, if you joined wagamama in january 2015, left employment in august 2016 and then re-joined us in october 2016, your new continuous employment service date would be october 2016

q7. is there a cash alternative rather than additional holiday allowance for 5,10,15 + 20 years?

no, the additional long service leave holiday cannot be exchanged for cash

q8. what happens if I am working my notice when my anniversary occurs?

if you are in your notice period or will be leaving prior to your long service award, you would not be eligible for the award

q9. if I left employment before using my additional long service leave, what will happen?

the leave would be lost if not used, no cash alternative would be paid for unused long service leave

q10. are the long service awards being back dated?

the new refreshed long service award offering launches on 01 august 2021. people who celebrated a 10, 15 or 20 year anniversary between 01 january 2021 and 31 july 2021 will receive the additional holiday stated above, and will be updated in fourth in the coming weeks. we are unable to backdate any other awards, though we look forward to celebrating your next wagamama long service milestone once you reach this, as outlined above.

all long service awards are non-contractual and subject to change without notice at wagamama' s discretion