

What We're About



Market leaders in salary

To get the best, you have to pay the best. We have made a commitment to pay more than our competitors.

A bonus for ALL employees

Every member of our team is entitled to a profit related bonus after a year with Elsby and Co. Spend it on a car, a holiday, or invest in your home – it is yours to do with as you want. We want everyone to feel 'invested' and that if you work hard, you will get a lot back!

Varied role - with responsibility

Our accountants are trained in everything needed to look after a client (accounts, tax, and lots more), and work on the same clients, building relationships, progressing, and helping our clients all the time. It is great variety, and huge job satisfaction!

What glass ceiling?

There are no obstacles to progression. Two working mums are partners at Elsby and Co - and the other two are working dads. Recently two of our accountants were also promoted while on maternity leave.

Agile Working

We have introduced Agile Team working from 1st October 2021 which is as a direct result of feedback from staff during COVID but also ensures we provide opportunities for staff to collaborate and socialise on their respective Team days in the office. We very much hope this hybrid approach will provide staff with flexible working because ultimately, it is all about trust.

Private Health Insurance

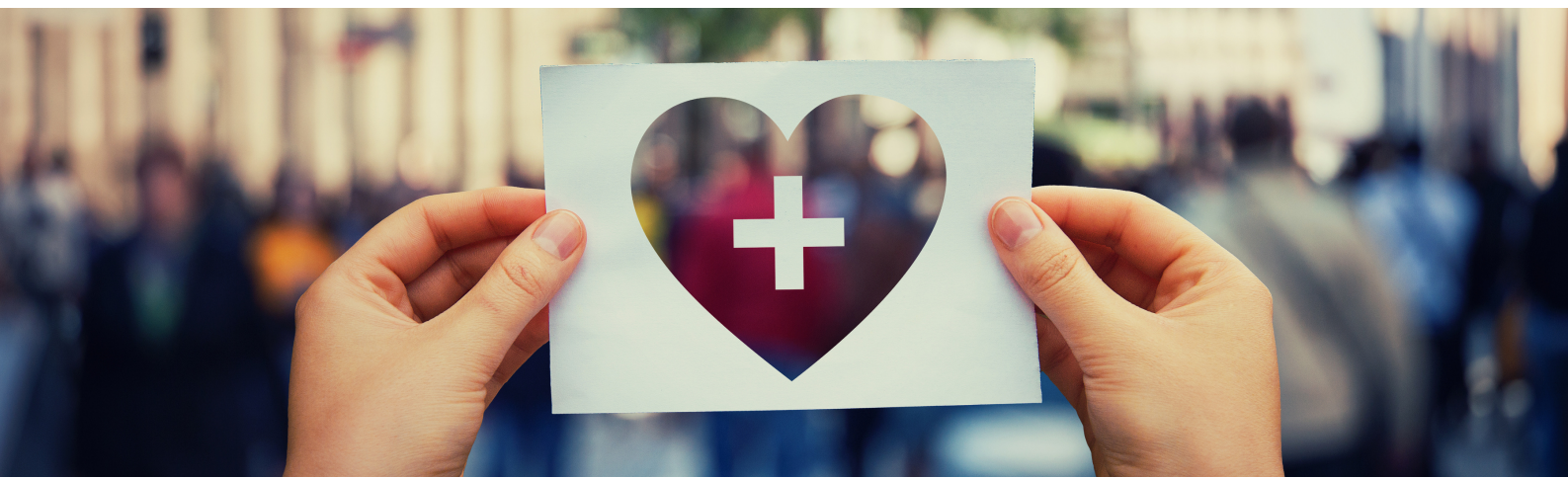
We provide private health insurance for all staff at 3 different levels, partner, manager and employee. At its most basic we provide a comprehensive cash plan which includes a 24/7 GP phone line and a contribution towards dental, optical and therapy cover.

Health and Wellbeing

We provide an Employee Assistance Programme through Health Assured which includes a legal offering and a counselling service. The latter has been really important to us during COVID and we plan to continue to provide this to help with both our staff physical and mental wellbeing.

Electric Vehicles

As part of our contribution to net zero, we are offering this to our staff at manager level and above. It will allow eligible staff to purchase an electric vehicle through lease finance under salary sacrifice which can represent a significant saving.



Discounted shopping, holidays and gym membership

We have joined the Sage Benefits scheme which provides a wide range of discounts to staff via an app, which also includes supermarkets, department stores, cinemas along with popular restaurants and pubs.

Social Events

We appreciate more than ever, post COVID, the importance of team building and simply being able to be social with work colleagues. Career progression – promotions happen when they are merited (there is no having to wait for a vacancy), and we actively ensure that people's roles progress all the time. For those with partnership aspirations, yes please! Many accountancy firms avoid new partners like the plague, but we want them – it is all a big part of our plan.

Training and development

While we are committed to traditional ways of learning, we are also big on our team learning on the job, taking on responsibility and being adept at managing clients early on in their career. We like putting numbers in boxes – but not people!



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