



Staff Benefits Package

Annual Leave	Starting from 21 to 30 days. After each year of continuous service, annual leave will increase to 1 additional day up to 5 years. For Multi-skilled posts, 5 extra days after 5 years of service.
Flexi Hours	Standard full time hours are 37 hours per week, Monday to Friday. A flexi time system is available for some posts.
Pension Scheme	Membership of an average salary pension scheme – Local Government Pension Scheme (LGPS) www.gwyneddpensionfund.org.uk/ or Social Housing Pension Scheme (SHPS) www.SHPSDC.org.uk
Relocation Assistance	Subject to criteria.
Company Sick Pay	Starting at one months full pay, increasing with service to six months full pay and six months' half pay after six years.
Professional Membership Subscription	One subscription paid per annum.
Staff Discount Scheme	Free membership to PERKS – Store discount vouchers, special offers, day out and discounted tickets. www.healthshieldperks.co.uk
Travis Perkins	Up to 20% discount at Travis Perkins builders' merchants.
Bike to Work Scheme	Save up to 42% on the cost of a brand new bike and equipment. www.bike2workscheme.co.uk
Childcare Vouchers	Providing savings on personal tax and NI contributions via a salary sacrifice scheme. Open to all colleagues who are parents or guardians. www.childcarevouchersdirect.co.uk
Maternity/ Adoption Enhanced Pay	90% of salary for the first six weeks and 50% of salary for the following 33 weeks (subject to criteria detailed in the Maternity Leave & Pay Policy).
Health Care	Free membership to Healthshield health care scheme. Members can claim back health care treatment costs up to their chosen annual benefit limit. www.healthshield.co.uk
Occupational Health/ Wellbeing	Supporting colleagues with any health or wellbeing issues. Free confidential counselling.
Subsidised Gym and Fitness Classes Membership	Corporate discounts available at some local gyms. H.A.B.I.T – daily unisex fitness classes at <u>Ty Menai</u> – 30% off monthly membership fee.
North Wales Credit Union	Sign up to ABC Cash Builder to make payroll deductions in to a savings account. Loans are also available.
Public Service Activities	Paid time off for certain public service activities, such as Jury Service.
Extra Duties	£20 salary enhancement for trained first aiders and fire marshals.
Free or Discounted Car Parking	Free parking at most offices, and discounted Gwynedd Council car parking.
Other Benefits	Corporate induction, annual staff conference, training & development opportunities, free refreshments, fruit day.