

<b>Benefit</b>	<b>Approximate Value</b>
<b>All Staff</b>	
<b>Pension (Contributory Scheme)</b>	<p>Staff employed pre 1<sup>st</sup> April 2008 Final Salary Scheme (60%)</p> <p>Staff employed post 1<sup>st</sup> April 2008 CARE scheme</p> <p>Life assurance 3 x annual salary</p>
<b>WPA – private health insurance</b>	Value depending on age and medical history but circa £350 per annum.
<b>Life Assurance</b>	3 x annual salary if in pension scheme N/A if not in pension scheme
<b>Holiday</b>	<p>Minimum 26 days rising to 29 days (includes lieu day at Christmas)</p> <p>Directors – 29 days rising to 32 days (includes lieu day at Christmas)</p> <p>Chief Executive – 32 days (includes lieu day at Christmas)</p>
<b>Car Parking</b>	For essential car users. Value of between £600 to £1,000 per annum
<b>Sick Pay - generous scheme</b>	<ul style="list-style-type: none"> <li>➤ During the first year two weeks at full pay/ two weeks at half pay</li> <li>➤ During the first two years four weeks at full pay/ four weeks at half pay</li> <li>➤ 3 – 10 years' service eight weeks at full pay/ eight weeks at half pay</li> <li>➤ After 10 years' service twelve weeks at full pay/ twelve weeks at half pay</li> </ul>
<b>Staff reward scheme</b>	Awarded to staff that go 'the extra mile and achieve something out of the ordinary'
<b>Long service awards</b>	<p>5 additional days holiday or £300 (which is applicable to tax and NI deductions and pro-rated) awarded at:</p> <ul style="list-style-type: none"> <li>➤ 10 years service</li> <li>➤ 20 years service</li> <li>➤ 25 years service</li> <li>➤ 30 years service</li> </ul>

<b>Benefit</b>	<b>Approximate Value</b>
<b>Various interest free loans</b>	Push bike loan (up to £500)  Public transport season ticket  <b>Essential car users only</b> – car loan up to £5,000
<b>Annual flu jab</b>	Carried out at the Society's office free of charge – worth £16
<b>Hepatitis B vaccination course</b>	If your role is risk assessed as having a 'higher risk' of coming into contact with Hepatitis B, then the Society will pay for this course of inoculation if your GP will not meet the costs (but you will need to make appointments with your own GP). These can be arranged within working hours.
<b>Flexible working opportunities</b>	All requests considered on individual basis and needs of department / the Society as a whole.
<b>Internet and e-mail access</b>	Free access to internet and e-mail outside of working hours
<b>Personal development and training</b>	Each request considered on merits, and if agreed as an approved course of study leading to a recognised professional qualification, then you may be entitled to receive an additional incremental increase.  Time off for study also granted (depending on type of study and number of exams / course work assignments required) up to a maximum of 5 days per annum.  Consideration given to: <ul style="list-style-type: none"> <li>➤ day release</li> <li>➤ evening classes</li> <li>➤ distance learning</li> <li>➤ 'on the job' study</li> </ul> Mileage, parking and travel to and from your place of study are also met by the Society.
<b>Christmas celebrations</b>	Free Christmas lunch with all the trimmings – worth approximately £35 per person, plus attended during working hours.
<b>Retirement celebrations</b>	Contribution made towards party or celebration of some kind.
<b>Enhanced Maternity Leave/Pay</b>	In addition to statutory provisions, the Society will top up the first 12 weeks lower rate SMP to half of the employee's usual pay.  This is dependent on the employee returning to work for 3 months. If she does not do so the Society reserves the right to reclaim the additional monies (excluding SMP).  However, certain conditions apply, and all staff should read the maternity policy.
<b>Enhanced Paternity Leave</b>	First 5 days fully paid. If second week taken, paid at 90% of pay

<b>Benefit</b>	<b>Approximate Value</b>
<b>Various family friendly policies</b>	Including <ul style="list-style-type: none"> <li>➤ Adoption leave</li> <li>➤ Carers leave</li> <li>➤ Flexible working</li> <li>➤ Homeworking</li> </ul> All requests considered on individual basis and needs of department / the Society as a whole.
<b>Professional Subscription</b>	One per year – worth up to £150
<b>Free Tea, Coffee, water and juice</b>	Unlimited – value dependent on how many drinks consumed
<b>Eye care – eye tests paid</b>	£75 towards glasses and eye test paid for – worth up to £25
<b>Counselling</b>	Free 24 hour telephone counselling service open to you and family members.  Face to face counselling arranged for a set period of time / visits depending on circumstances
<b>Mentoring / job shadowing</b>	Various opportunities
<b>Business Mileage (cars)</b>	
<b>First 5,000 miles</b>	56p a mile (1.099 and under) 76p a mile (1.1 and over)
<b>Over 5,000 miles</b>	40p a mile
<b>Business Mileage (push bikes)</b>	
<b>All</b>	20p a mile