



Grŵp Cynefin

Mwy na thai • More than housing

BENEFITS PACKAGE FOR STAFF

Annual Leave	30 days per year pro rata + 3 days to take between Christmas and New Year pro rata Gorwel - 25 days + 3 days between Christmas and New Year + Bank Holidays, increasing to 30 days after 5 years service
Flexi hours	Standard weekly hours are 35 hours per week Monday to Friday. Flexitime is available in most roles.
Pension Scheme	Membership of SHPS Pension Scheme
Sick pay	One months' full pay and one months' half pay initially, increasing with service to 6 months' full pay and 6 months' half pay after 5 years.
Professional Fees	One subscription per year
Learning Support	Work time and financial support to undertake training courses for professional qualifications or role specific training.
Cycle to Work scheme	We are a member of Cyclescheme, which provides staff with the opportunity to access a new bicycle through a salary sacrifice scheme with significant tax relief benefits
Enhanced Maternity / Adoption pay	26 weeks full pay 13 weeks SMP 13 weeks no pay upon completion of 2 years' service.
Occupational Health and Welfare	Support for staff with health and wellbeing issues. Free counselling sessions.
Eye Care Scheme	Payments for eye tests and contributions towards the cost of glasses.
Public Services Duties	Paid time off for public service duties such as jury service.
Free Parking	Car parks in the majority of offices.
Other benefits	Corporate induction, dependents' and emergency leave, annual staff conference, free tea & coffee, annual socialising opportunities.