

Happy's Staff Benefits

Financial



Monthly excellence bonus
Approx. £500 per year

PRP for staff
20% of profit distributed evenly between all staff



Care and share
Match your personal fundraising up to £100, or £500 for a real challenge



PRP to charity
4% of profit donated to charities chosen by staff

Pension scheme
Happy contribute 5% of salary if staff member contributes 3%



Cycle to work scheme
Interest-free 36-month loan for bicycle purchase



On-site training travel bonus for trainers/facilitators



Interest-free loans for emergencies



Flexibility



Choose your manager
You choose your Mentor & Multiplier (M&M)

Flexible job descriptions
Working to strengths 80% of the time



4 day week
Work 32h per week and be paid for 37.5h - as long as you are just as productive



Flexible working hours



Job ownership
Power to make decisions within your job role, without needing approval

Working from home
Agreed with your team and dependent on role



● permanent staff only ○ all staff including those on a fixed term contract

Find out more about working for Happy at happy.co.uk/careers

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Annual Leave



22 days holiday allowance

Increased by 1 day, per year of service, up to 30 days

Birthday off each year

On top of annual leave entitlement, for low sickness record



Paid dependency / carers leave

Up to 3 days, rising to 10 days after 5 years' service



Bereavement and compassionate leave



1 extra day off in December

Paid, for Hanukkah/Christmas



Paid sabbaticals

Recognised for long service, e.g. 4 weeks after 6 & 12 years, 8 weeks after 20+ years

Ability to buy additional annual leave

Up to 24 extra days cost can be spread the across numerous salary months



Paid leave for religious observance

Personal Development

Paid time off for your personal development

Training courses, cross training, personal coaching, etc



Attend any Happy course for free

Plus two free courses for friends and family per year

Personal pre-approved training budget

£250 per year for any training including non-work related



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Maternity and adoption leave



Six weeks' full pay, followed by six weeks' half pay, in addition to statutory maternity/adoption leave
Plus additional unpaid leave for up to 2 years

10 days paternity leave on full salary

Plus up to 3 months' unpaid paternity leave can be taken at any date within 7 years of birth / legal adoption



Grand-ternity leave

2 days paid leave when a grandchild is born



Help to give up smoking
Courses, patches, etc

Health and wellbeing



Paid sick leave
Up to 15 days (more for serious illness)

Free 45min health check, yearly



Free annual flu vaccination
Provided through Medicash



Free eye tests
Provided through Medicash and Happy pays for your lenses



Free 30min back massages, yearly

Medicash
Paid health benefits (optional)



Free lenses
Happy pays for your lenses (you pay for the frames)

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