Happy's Staff Benefits

Financial



Monthly excellence bonus Approx. £500

per year

PRP for staff

20% of profit distributed evenly between all staff



Interest-free loans for emergencies





Care and share

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



Pension scheme

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



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



Flexibility



Choose your manager You choose your Mentor & Multiplier

(M&M)

Flexible job descriptions

Working to strengths 80% of the time



4 D A Y W E E K

4 day week

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







Job ownership

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

Working from home Agreed with your team and dependent on role









all staff including those on a fixed term contract

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

On-site

training travel bonus for trainers/facilitators



Happy's Staff Benefits

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









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





Personal Development

Paid time off for your personal development Training courses, cross training, personal



coaching, etc

happy

Attend any Happy course for free

Plus two free courses for friends and family per year

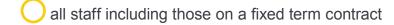
Personal pre-approved training budget £250 per year for any training including



non-work related



permanent staff only



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



Happy's Staff Benefits

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

Health and wellbeing

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



Free eye tests

Provided through Medicash and Happy pays for your lenses



Help to give up smoking

Courses, patches, etc

Free annual flu vaccination

Provided through Medicash

Grand-ternity

leave

2 days paid leave

when a grandchild

is born



Free 30min back massages, yearly



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

Free 45min health check. yearly



Medicash

Paid health benefits (optional)



Free lenses

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



permanent staff only



all staff including those on a fixed term contract

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