

Happy's Staff Benefits

Financial Benefits



Monthly excellence bonus
Approx. £500 per year



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



PRP to charity
4% of profit donated to charity – the charities receiving this decided by staff



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



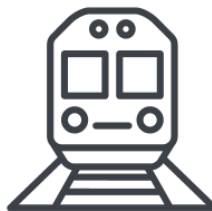
Interest-free loans for emergencies



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



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



On-site training travel bonus for trainers/facilitators



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

Flexibility



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



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



Flexible job descriptions
Working to strengths 80% of the time



Flexible working hours

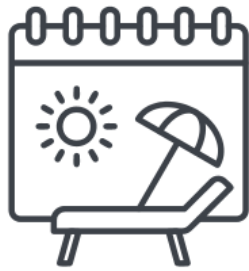


Working from home
Agreed with your team and dependent on role



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

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. 1 month after 6 years and 12 years, 2 months after 20 years service, plus more



Paid dependency / carers leave
Up to 3 days, rising to 10 days after 5 years' service



Ability to buy additional annual leave
Up to 24 extra days and you can spread the cost across numerous salary months



Paid leave for religious observance



Bereavement and compassionate leave

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



Medicash
Paid health benefits (optional)



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



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



Free 30min back massages, yearly



Help to give up smoking
Courses, patches, etc

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

Maternity and Adoption Leave



Six weeks' full pay, followed by six weeks' at 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