

# 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

**On-site training travel bonus for trainers/facilitators**



**Interest-free loans for emergencies**



**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 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



# 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



### 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



**happy**<sup>©</sup>

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



# 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

**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)