## **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 On-site emergencies training travel bonus for

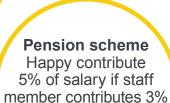






#### Care and share

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

> 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





permanent staff only

all staff including those on a fixed term contract

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

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

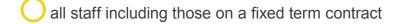
**Personal** pre-approved training budget £250 per year for any training including



non-work related



permanent staff only



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# **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

#### Free eye tests

Provided through Medicash and Happy pays for your lenses





Free 30min back massages, yearly

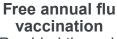
## Health and wellbeing



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

Free 45min health check. yearly





Provided through Medicash

#### 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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