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# EMPLOYEE BENEFITS

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- ⊕ **Annual Leave** - We recognise the importance of a good work life balance and offer a generous holiday entitlement. Employees of Jimmy's will receive 26 days annual leave (pro rata where part-time hours are worked), plus the eight public holidays (or any additional public holidays) set by the Government (pro rata where part-time hours are worked).
- ⊕ **Buying and Selling Holiday** – Each financial year, Jimmy's Employees can either buy an extra 2 days of annual leave (pro rata for part time staff) or sell 2 days of annual leave back to Jimmy's (pro rata for part time staff).
- ⊕ **Other Leave** – We understand that people sometimes need time away from work for many different reasons. Therefore, we offer the following:
  - Maternity / Paternity Leave
  - Adoption Leave
  - Fostering Leave
  - Unpaid Parental Leave
  - Shared Parental Leave
  - Neonatal Leave
  - Parental Bereavement Leave
  - Miscarriage Leave
  - Emergency Time Off for Dependents
  - Carer's Leave
  - Compassionate Leave
  - Time Off for Public Duties
  - Housing Leave
- ⊕ **24/7 Employee Assistance** - All employees have access to the telephone helpline and counselling services, which provide support around areas including wellbeing, work life balance, financial guidance, career counselling, relationship difficulties, bereavement, and consumer advice.
- ⊕ **Grief Chat** - Professional support through grief with a qualified bereavement counsellor. GriefChat is available to all Jimmy's staff and for any loss you may experience or have experienced in the past.
- ⊕ **Eye Tests** – We will provide a payment of up to £25 towards eye tests for employees who use a computer screen for their work. If the eye test shows you need glasses for using computer screens, then a contribution towards the cost of up to £30 for lenses and £55 for frames will be made.
- ⊕ **Flu and Other Vaccinations** – Free vaccinations are available for all staff due to the nature of our work.

- ⊕ **Enhanced Mileage for Essential Travel** – Jimmy's pays an enhanced 56p per mile for staff using their car for essential work (taxable above 45p). Bicycle allowance is 20p per mile and motorbikes 24p per mile. Public transport is reimbursed at actual cost.
- ⊕ **Free Tea and Coffee** – Available for all staff.
- ⊕ **Summer Garden Party** – An annual event for all Jimmy's Staff and Volunteers to celebrate the amazing work they do all year.
- ⊕ **Cycle to Work Scheme** – Significant discounts off a new bike.
- ⊕ **Pension** – Jimmy's makes a 5% employer's contribution (if employee pays 3%).
- ⊕ **Travelcard Loans** – To reduce someone's monthly cost on public transport, Jimmy's will pay for an annual travelcard, paid back monthly.
- ⊕ **Housing Support** – We want to do all we can to ensure our staff have a place to call home. We therefore offer the following housing support for employees:
  - An advance or loan on your salary to help with deposits / essential items (to be repaid over a reasonable period of time)
  - Up to two days paid Housing Leave
  - Professional references for housing
  - Confidential advice, signposting, or support from a senior staff member
  - Use of Jimmy's white van for moving
  - Essential food / toiletries packages for those struggling to afford the essentials.
- ⊕ **Learning and Development** – We offer a robust Learning & Development program designed to support continuous growth and career progression. With over twenty topics to choose from, staff can enhance their skills through a mix of in-person training sessions and flexible e-learning courses. These opportunities are available to all staff, empowering everyone to learn at their own pace and develop professionally in areas that matter most to them and our residents.
- ⊕ **Funded Study** – In addition to the regular learning and development that takes place at Jimmy's, we also offer funding for training programs and study courses which will support employee's continued professional development.
- ⊕ **Blue Light Card** – Jimmy's employees are eligible for a Blue Light Card (using your Jimmy's email address to sign up). Blue Light members have access to over 15,000 discounts with local, regional and national UK brands. These discounts are available online and in-store across many categories. A Blue Light Card costs £4.99 for 2 years' access.

More information about the above benefits can be found in Jimmy's staff handbook.