



The YMCA North Staffordshire's most valuable assets are our staff. As an organisation we are proud to be both holders of Investors in People, and Real Living Wage awards which demonstrates our commitment to valuing our staff and their contribution to the work of the YMCA.

Below is a list of some of the benefits available to you.

**Employee Assistance Program:** A 24 hour helpline from Health Assured is available to all YMCA North Staffs employees. This anonymous service is designed to help you through many of life's issues, such as:

- Family issues / Relationships
- Financial / Debt
- Legal / Insurance claims
- Stress
- Housing
- Lifestyle Addictions

There are courses available online in addition to the helpline and face to face counselling which is also included.

Your call will always be answered by a qualified and experienced counsellor who will offer help and support in a professional, friendly and non-judgemental manner.

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**Eye tests:** Free eye tests for VDU users up to £25, and £50 towards glasses every two years.

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**Sick Pay:** After completion of a 12 month probation period, all YMCA employees are entitled to 20 days full pay then 60 days half pay^.

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**Discounted gym membership:** YMCA NS offers the opportunity for discounted gym membership for its employees and their families for the Y-Active Leisure Centre on site:

£5 per month	Individual membership
£15 per month	Family membership

**Yoga Sessions:** These are offered free of charge to all employees. Contact the gym to find out when they are on.

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**SMART Bus Pass scheme:** YMCA NS will pay for your SMART annual bus pass (£580 per annum) and this will be deducted from your salary over the 12 months following: 11 payments of £48.34 and 1 payment of £48.26

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**Long Service Awards:**

Employees are awarded long service awards at the following milestones:

15 years, 20 years, 25 years

**Pension:** From the 1st April 2022, YMCANS will increase their contributions to all staff in the auto enrolment pension, rates are now:

Employer 4%, Employee 4%

If you wish to increase your monthly contributions please speak to payroll.

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**Training and Development:** The YMCANS believe our greatest assets are our employees. After completion of core training our training team can provide access to a multitude of courses both work related and non-work related.

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**Paid lunches:** 30 minutes paid lunch break

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**Enhanced Annual leave:** YMCA NS are entitled to 34 days annual leave a year (this may vary depending on bank holidays). The 34 days includes all bank holiday entitlement and is pro-rata for part-time employees. Employees accrue additional annual leave for long service. 1 day extra for every completed year of service between 5 and 10 years service (up to an extra 5 days annual leave).

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**Christmas savings:**

YMCA NS employees have the option of saving regular amounts from their monthly salary. This is automatically paid back to the employee in December.

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**Paid Wellbeing hour:** 1 hour per week paid time for exercise, this is *pro rata for part time employees*

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**Life Assurance:** YMCA NS automatically enrol all employees onto a life assurance scheme. This means that upon the death of a current employee the scheme will pay out^ twice the employee's annual salary to the nominated people or their estate. It is the responsibility of the employee to keep the nominated individuals updated and forms can be obtained from HR.

^ this is not a binding legal agreement and other terms and conditions may apply.