

# CENTRAL SCOTLAND GREEN NETWORK TRUST

## COMPANY BENEFITS

**JANUARY 2019**

Company Benefit	Details
Access NL Gym Membership	Current corporate membership rate is £276.00 per annum. Staff can either pay as a lump sum or have this deducted monthly from their salary.
Allotments	We have an area within the Hillhousebridge footprint to provide allotment plots for staff.
Company Van – for personal use	There is a booking system in place which can be used both for work and personal use. Line manager approval is required and staff are recharged for mileage used.
Contributory Pension Scheme	Employer's Contribution – 5.25% Employee's Contribution – 4%
Counselling Services	Free telephone Counselling Services are available to staff. See the staff handbook for further information.
Cycle Training Facility	There is an area allocated for cyclists to use training cycles in the workshop. A drying area is also provided.
Give As You Earn Scheme	CSGNT has a scheme in place whereby you can have a proportion of your salary deducted at source and paid to a charity of your choice. Further details are available from the Head of Partner Support and is also detailed in the staff handbook.
Health Checks	As part of our health and safety policy, a free basic health check is provided for staff annually by a local health care provider.
Holiday Entitlement	Year 1 – 22 days One extra day each year up to Year 6 One extra day on Years 10, 15, 20 and 21 One additional day on 25 <sup>th</sup> anniversary year only One additional day on 30 <sup>th</sup> anniversary year only Two additional days on 35 <sup>th</sup> anniversary year only Two additional days on 40 <sup>th</sup> anniversary year only
Life Assurance	Four times salary for permanent staff
Long Service Awards	Staff receive vouchers for long service on years: 5, 10, 15, 20, 25, 30, 35, 40
Mileage Allowance	56p per mile up to 2000 miles per annum. Thereafter, 48p per mile.
Mobile Phones	Technical staff with company phones can also use them for personal use (personal call charges are deducted from salaries). This saves staff from purchasing another mobile phone either on a contract or pay as you go basis.
Roadside Recovery	Free roadside recovery for Essential Car Users. Favourable rate for Non Essential Car Users.
Salary Sacrifice	Cycle to Work Scheme – see 4.16 for more information.

Salary Sacrifice	Childcare Vouchers – see 4.17 for more information.
Social Fund	On joining CSGNT, all staff are invited to join the Social Fund – contributions are £6.00 per person per month (deducted from salary) and offers up a number of benefits. More information is available in the staff handbook and the Social Fund Constitution which is available on the intranet.
Staff Purchases	The Company operates a Staff Purchase Scheme which enables you to purchase goods (e.g. IT equipment, clothing, plant items etc.) via the company and thereby obtain the benefit of terms negotiated by the company. More details can be found in the staff handbook.
Training & Development	Training and development in line with business objectives.
Work-life Balance Options	A number of work-life balance options are available eg: <ul style="list-style-type: none"> <li>• Flexible working hours – see staff handbook</li> <li>• Working from home – see staff handbook</li> <li>• Staff savings club (deductions taken from salary)</li> <li>• Freezer – available for staff to use</li> <li>• Dog Policy – see SPM 1.8 for more information</li> </ul>