



### **Goodenough College Employee Terms & Benefits**

- Contractual
- 25 days Annual Leave for office-based employees. Those working on rota basis get 26.5 days. Those on '4 days on/ 4 days off' work pattern get 19 days.
- 2 additional days are given at Christmas.
- ½ day Maundy Thursday (for office-based employees).
- Contributory pension scheme with up to 5% matched contribution.
  
- Non-Contractual
- One free meal per day/shift when working on site at Goodenough premises. This is not a taxable benefit.
- ½ hour early finish on Friday, work permitting (1 day additional annual leave given to employees on rota in lieu of this).
- Work from home one day a week, depending on role and operational needs.
- Bicycle stands and shower facilities.
- New employee introduction: An employee who introduces a candidate directly to HR, who is then recruited, will receive a taxable introduction bonus of £300, once that candidate has successfully completed their probation period.
- Interest free travel loan after successful completion of probation period.
- 'Cycle to work loan' to purchase a bike after successful completion of probation period.
- Discounted gym membership at Nuffield Gym -part of the College building (College & Hotel employees only).
- The College provides a Medicash scheme to all employees. Employees joining the scheme will incur an annual income tax liability on the cover paid.
- Death in Service – 4 x basic salary. You will be automatically enrolled. This is not a taxable benefit.
- Income Protection scheme. You will be automatically enrolled once probation has been completed. This is not a taxable benefit.
- Generous discounted stays at The Goodenough Hotel, the College or the Burn in Scotland.
- Use of the garden on Mecklenburgh Square.
- Voluntary employee social events and participation in College activities.