



## **PFA staff employment benefits**

1. 35 hour full time working week
2. Contributory defined contribution pension scheme – Options of 10% employer contribution dependent on 6% employee contribution OR 3% employer contribution dependent on 5% employee contribution.
3. Paid annual leave and public holidays totalling 36 days for full time staff and additional leave entitlement for long serving staff.
4. Flexible Working Policy – including flexitime within core hours.
5. Enhanced Maternity policy – 3 months full pay and 3 months half pay after 1 year of service.
6. Paternity leave – 2 weeks full pay.
7. Enhanced Sick leave policy– full pay for 12 weeks and half pay for a further 12 weeks.
8. Half hour paid activity break each week.
9. Volunteering friendly employer – paid time off for voluntary work considered individually.
10. Cycle friendly employer and access to cycle insurance and cycle breakdown cover.
11. Holder of Healthy Working Lives Gold award.
12. Salary sacrifice scheme for cycle purchase.
13. Financial contribution towards independent pensions/pre-retirement planning advice.