

YMCA
Scotland

Employee Benefits



Enhanced
Pension Contributions



Flexible & hybrid
working



Generous
holiday entitlement

Employee Benefits



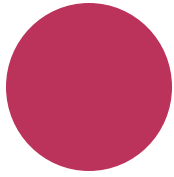
UK & International conference and
training opportunities



Flexible travel arrangements

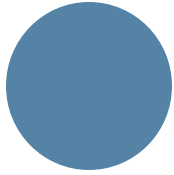


Staff counselling &
support service



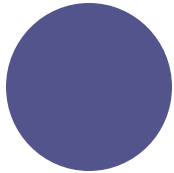
Enhanced Pension Contribution

- 6% employer pension contribution to stakeholder or person pension scheme of employees' choice



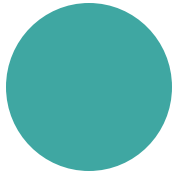
Flexible and hybrid working

- Flexible working hours with Time off in Lieu (TOIL) for overtime hours worked
- Hybrid working with 2-3 days per week home working option



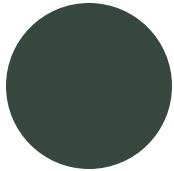
Generous holiday entitlement

- 25 days per year annual leave plus 12 days statutory
- Annual allowance increases by one day per year of service up to a maximum of 30 days plus statutory



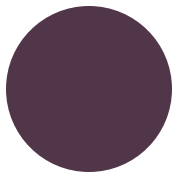
UK & International conference and training opportunities

- Annual opportunity to attend a UK or International YMCA conference or event
- Tailored staff development training opportunities



Flexible travel arrangements

- Public transport and car club options for essential travel
- 0.45p per mile for use of own vehicle to remote locations



Staff counselling & support service

- Employee assistance programme including 24/7 counselling, in-person therapy sessions, and a suite of online tools to help your workers stay happy and healthy