

The Benefits of working for us...

**Salary and Expenses**

Salaries are payable in twelve equal instalments, directly into your bank or building society. Some positions attract performance related pay and will be dependant on reaching pre agreed targets.

**Pension**

Membership of the plan is open to all permanent employees who are between the ages of 16 and 64 at entry. If you have a personal pension plan, you may be eligible to join our pension plan as well. The normal contribution is 5%, which is also matched by the organisation. The retirement age for this scheme is 65, although you can collect benefits at any time between the ages of 50 and 75

**Gym**

Staff members and Volunteers at Focus Birmingham are entitled to use the Gym on campus at a discounted rate of £90 for the year – the normal rate is £210! Friendly staff are always around to give help and advice on getting fit.

**Holidays**

You will be entitled to paid holidays of 20 days per annum, which increase incrementally to a maximum of 25 days per annum after 5 years' service. You are also entitled to 8 public holidays a year and up to 6 extra concessionary days. These are taken as an extension of 3 bank holidays throughout the year and in the period between Christmas and New Year when the organisation closes.

**Flexible Working Hours**

The normal hours of work are 35 hours per week. Where possible staff can work these hours flexibly by taking advantage of our formal flexitime system.

**Birmingham Hospital Saturday Fund (BHSF)**

BHSF provides outstanding-value Health Cash plans and other health related insurances. The company is run for the benefit of its policyholders and does not have any shareholders. Benefits include payments towards dental and optical costs in return for a small monthly payment from salary.

**The Employee Assistance Scheme**

The Employee Assistance Programme is confidential support for you and your family. The telephone helpline is available 24hours a day, 365 days a year for advice including financial, legal, medical issues and employment issues.

**Subsidised Canteen**

The canteen is located in the EGC and provides a range of meals. There is also a trolley service selling refreshments.

**Supporting people with visual impairments and other disabilities, together with their carers, to live fulfilling and independent lives by providing services that reflect their wants and needs.**