  
**Our benefits  
As an employee you will enjoy a range of benefits  
  
Family friendly policies**We have generous maternity, paternity, parental pay and leave benefits for dependants, adoption and bereavement.

**Holiday**

We offer generous annual leave. You start with 24 days leave per year (pro-rata for reduced hours). After 5 years working for us this will increase to 29 days . Plus public and bank holidays (and an extra paid day at Christmas). There is also the option to purchase 3 -10 additional days leave per year.

**Local government pension scheme**

 You will automatically be enrolled in a generous, secure pension for life that increases with the cost of living (you can still opt out). This includes a contributory 5.5%- 7.5% Career Average Revalued Earnings (CARE) scheme, with the option of a tax-free lump sum on retirement and no administration costs.

**Employee wellbeing**

You will have access to mental health and wellbeing support, along with a wide range of social and fitness groups, an independent counselling service and workplace mental health champions. Read more on our [social and wellbeing](https://careers.southglos.gov.uk/about-the-council/social-and-wellbeing/) page.

**Career development**

We will help you develop your skills, to succeed both now and in the future. Our in-house learning and development team offer a wide range of training opportunities, with funding to help support you to gain appropriate qualifications.

**Staff Discounts**  
  
Our staff enjoy access to a range of discounts, including eye tests, travel, shopping and leisure activities. Below are some example:

**Electricals & tech**

Graphical user interface, application

Description automatically generated

**Supermarkets**

Graphical user interface, application

Description automatically generated