

## WHAT WE OFFER



1. Competitive Salary with an annual cost of living increase applied from 1<sup>st</sup> April each year. Full time hours 35 per week
2. Island allowance (pro rata) per annum
3. Defined contribution pension with matched generous employer pension contributions of 10%, plus salary sacrifice
4. Death in service payment 4 times annual salary
5. Training allowance – access to paid qualifications and a wide range of learning and development opportunities along with funded professional membership
6. Employee counselling – up to 6 sessions per employee
7. 40 days holiday (which includes 15 public holidays)
8. Enhanced company sick and family friendly pay
9. Contribution toward the cost of prescribed spectacles
10. A range of special leave covered in our terms and conditions
11. Moving house! 1 day off with pay, once every 12 months
12. Flexible/Hybrid working, all staff are expected to spend at least 50% of their working time in the office each week
13. Twice monthly staff team meetings
14. Team building days
15. Achieved the prestigious IIP Platinum award
16. Pleasant working environment at our main office in Lerwick
17. Birthdays! - we like to celebrate them. Our most important induction question is “what is your favourite type of cake?”.