

## Employee Benefits

Falmouth Town Council is ambitious in our projects and passionate about local service delivery for our residents, communities, and visitors to Falmouth.

We're committed to providing a reward and benefits package to attract, motivate and reward our employees. Our employee rewards and benefits include:

- ✓ **Competitive salary scale.** We pay a minimum of the Living Wage Foundation rate (excludes some training roles)
- ✓ Local government **pension scheme** with a generous employer contribution. This includes the option for extra voluntary contributions.
- ✓ **Generous holiday allowance.** 25 days holiday per year (pro rata) rising to 28 days after five years. Plus:
  - Bank holidays
  - Family friendly leave
  - Paid carers leave
- ✓ **Flexible working options.** This helps provide our employees with a greater work/life balance, whilst ensuring service needs are met.
- ✓ Payment of relevant **professional fees**
- ✓ Relevant **learning and development opportunities**
- ✓ Employee **performance appraisal** scheme
- ✓ Employee **health & wellbeing** support
- ✓ **Cycle to Work** salary sacrifice scheme – the next application window will be January to March 2026
- ✓ **Salary Extras** employee benefits scheme

For more details or information, contact your line manager or [hr@falmouthtowncouncil.com](mailto:hr@falmouthtowncouncil.com)