

## 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:

1. **Competitive salary.** We pay a minimum of the Living Wage Foundation rate (excludes some training roles)
2. Defined benefit LGPS **pension scheme**, based on career average earnings, with a generous employer contribution. This includes the option for extra voluntary contributions.
3. **Generous holiday allowance.** 25 days annual leave per year (pro rata) rising to 28 days after five years. Plus:
  - Bank holidays
  - Family friendly leave
4. **Flexible working options.** This helps provide our employees with a greater work/life balance, whilst ensuring service needs are met.
5. Payment of relevant **professional fees**
6. Relevant **learning and development opportunities**
7. Employee **performance appraisal** scheme
8. Employee **health & wellbeing** support
9. **Cycle to Work** salary sacrifice scheme – the next application window will be January to March 2024

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