



WORK LIFE BALANCE

Achieving a work-life balance is vital to ensure that staff feel satisfaction in their work. Our policies and schemes promote this through the following arrangements:

- Flexible working hours (where the job allows), including options such as flexi hours, hybrid working, compressed hours and part-time working.
- Entitlement to between 25 and 30 days holiday per year depending on length of service. Employees are also entitled to 8 days of bank /public holidays and an additional 3 days between Christmas and the new year.
- Maternity, paternity, adoption and shared leave.
- Additional unpaid leave for parents and carers and the opportunity to work flexibly if required.



PENSION

- We operate a Local Government Pension Scheme which offers some of the best terms in the country.
- AVC pension scheme – An opportunity to make additional contributions to your pension.



LEARNING AND DEVELOPMENT

We see great value in investing in our most important resource - our staff. All employees can expect:

- A formal induction process and ongoing performance reviews.
- A wide range of opportunities to attend training, whether internal or external.



HEALTH AND WELLBEING

The health and wellbeing of our staff is important to us, and we seek to create a positive working environment where staff thrive. Here are some examples of the schemes in place:

- Leisure centre membership - Discounted membership to Môn Actif and Byw'n lach leisure centres
- Occupational Health Service
- MEDRA Counselling Service - a confidential counselling service for staff
- Free eye tests, for officers making regular use of Visual Display Screens (VDU's)



THE WELSH LANGUAGE

- You will have the opportunity to work through the medium of Welsh across all positions.
- Welsh is the main administrative language of the Company, and we use Welsh on a daily basis in the workplace.
- You can benefit from opportunities to develop your language skills. Tuition is offered to learn Welsh and to further develop your Welsh language skills, across all levels.

