



*Health Services Staffs*  
Credit Union

# Employee Benefits

*Made By Our Members*



**Health Services Staffs Credit Union (HSSCU) believe in looking after our staff and rewarding them for their dedication. We have a variety of benefits\* to support both you and your family.**

## **Financial Wellbeing**

**Competitive Salary** - We offer competitive salary scales for our roles, giving you the reassurance that your commitment to us is rewarded annually.

**Pension**- We offer a comprehensive pension package where you can contribute between 6.5% to 8.5% and HSSCU will match your rate and give an extra 1%, helping you plan towards your future.

**Competitive Annual Leave** - We recognise a strong work/life balance is important to our staff to help them be at their best for our members, therefore we offer an additional minimum of 2 days up to a max of 10 days over the statutory requirement of 20 days per annum, depending on your level in the Credit Union.

**Privilege Days** - Good Friday and half day on Christmas Eve (when it falls on a working day).

**Maternity, Paternity & Adoptive Leave** - We have you covered for maternity, paternity and adoption leave giving you the time to spend those extra special moments with your expanding family.

**Illness Benefit** - We appreciate illness can be a time of concern and together we can ensure that you get as much support as possible including a comprehensive sick leave and income protection package.

**Death in Service Benefit** - Giving you peace of mind that your loved ones will be taken care of if you are taken too soon.

**Travel Supports** - Bike-to-work schemes and tax saver commuter tickets.

**Uniforms** - Staff can avail of our uniform if they so wish or can follow our dress code.

**HSSCU** - Employees may join the Health Services Staffs Credit Union and avail of those fantastic services (see our website for more information).





## Emotional & Physical Wellbeing

**Employee Assistance Programme** - A Confidential 24 hour support for you and your family offering counselling, personal support, ongoing parents support, legal and financial advice, career coaching and much more.

**Hours of Work & Right to Disconnect** - We have always been advocates of this with a standard working week of 35 hours. We encourage and support our staff in balancing their working and personal lives.

**Hybrid & Flexible Working Arrangements** - We support diversity and adapting to an agile approach to the future of work while embracing the opportunity to incorporate a more dynamic, flexible and responsive workplace and as such we recognise that you may need more flexibility in your working environment and working hours.

**Flu Jabs** - We support any staff financially to avail of this vaccination if they so wish.

**Occupational Health Supports** - For when you might need additional supports.

**Being Active & Having Fun** - We arrange, sponsor, and participate in fun initiatives such as Step Challenges, Charity events, 'pound classes', sweepstakes, social gatherings along with other little surprises through out the year.

**Comfortable Working Environments** - Our offices are places where we want staff to feel comfortable and safe, we ensure we have break out areas, fully equipped kitchens, including free tea and coffee. Our restrooms also include toiletries and other essentials for our staff.





## Learning & Development

**Education Support** - We offer a comprehensive Education and Training assistance scheme to promote professional development among colleagues through a variety of applicable accredited courses that will benefit you and your career. This includes, Financial Aid, Study Leave, payment of Membership fees, access to multiple online Training platforms.

**Continuous Development & Training** - We facilitate both internal & external training to assist your continuous development on an ongoing basis.

## Diversity & Inclusion

- **Respect & Dignity at Work**
- **Equal Treatment & Protection from discrimination**
- **An Inclusive Work Environment**

\*Terms & Condition apply to all benefits listed and will be outlined to new recruits.



### HSSCU Human Resources Contact Details

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Health Services Staffs Credit Union Ltd. is regulated by Central Bank of Ireland.

