

Guernsey Electricity benefits package

Generous annual Leave

We provide paid holiday entitlement starting at 22 days, plus public holidays (subject to working hours) with additional leave given, dependent on length of service and seniority, potentially increasing up to 27 / 29 days

Special leave

At discretion we aim to provide compassionate, good cause and auxiliary forces leave up to one additional week. We also provide pre-retirement leave up to a maximum of 12 days, dependent on length of service.

Buying extra holiday

We allow eligible staff the opportunity to buy up to 36 hours additional holiday every year and the opportunity to carry 5 days over to the next holiday year.

Flexible policies

We give you the opportunity to work flexibly to fit with your commitments outside of GEL. These range from working part-time, compressed hours, (e.g. the 4.5-day week or 9-day fortnight), elements of flextime and zero-hour contracts.

Health & Wellbeing

Sick pay eligibility is at six months, starting at one month's full and one month's half pay, rising after five years' service, to six months full pay and six months at half pay. Support includes phased return, support and advice from Occupational Health.

Wellbeing initiatives run throughout the year and as well as free flu vaccinations, we offer a Bi-annual health check through medical insurance provider. We also provide free tea, coffee and fresh Guernsey milk.

Private medical insurance

Employee premium paid by GEL, with discounted rates for members of your family should you wish to take up this offer. When you retire, you are also given the option to continue to pay at the discounted rate.

Eyecare and hearing

Subject to eligibility we offer free eyesight and hearing tests via RQHSE and an allowance towards the purchase of glasses if they are needed for working purposes.

Sports & Social Club

Various events organised throughout the year that are either free or subsidized. We host subsidised weekly yoga classes.

The perfect location

Our out of town, coastal location means it's a straightforward commute to work, with free on-site parking for cars and bicycles and is plenty of bus routes, with a bus stop less than a couple of minutes away. We're right next to Bordeaux bay for a lunchtime walk or dip, too.

Relaxed dress code

Toward creating a relaxed and informal culture, we operate an informal smart-casual dress policy.

Allowances

Some of our operational staff / authorized persons are eligible for standby, which can trigger additional overtime payments when called out. While they are designed to compensate for disruption, they can result over a year in materially significant enhancements to basic salary. Depending on the degree of difficulty/unpleasantness related to certain operational duties, special payments are made as top ups to the hourly ranging from between £1.18 and £3.07 per hour. Overtime and TOIL is strictly controlled. Where it is applicable it is paid at x1, x1.5 or x2..

There are additional allowances available for mobile phones, tools, and professional subscriptions. Where specific clothing is required it will be provided free and if mandated by Health and Safety PPE will be of high quality.

Competitive salaries

Our aim is to be market competitive via a graded Job Evaluation and Job Family process using a mid-point pay reference point for that role in the market. We aim to increase those reference points in line with surveyed market movements every 3-5 years. We conduct an annual pay review based on affordability in conjunction with our Union partners. Those working a shift pattern at the power station receive an approximate 25% enhancement on their basic salary.

Bonus

GEL's bonus scheme is discretionary determined by eligibility and affordability criteria. It is based on performance management ratings. For those on standard contracts it aims to pay in the range of 0-5% of salary; for those on personal contracts 0-10%.

Employee recognition

There are awards based on long service as well as an employee recommended recognition scheme based on our TRUST values, up to £150. Recommended hires also receive £500 Power Pounds to spend in our showroom.

Employee discounts

20% discount from GEL showroom after six months' probation. Corporate rate for Beau Sejour. discounted events run by St James and the opportunity to take up local discounts (benefits card).

Training and development

We take our HSE mandatory training very seriously and invest in a considerable number of Apprentices, and sponsorship of additional job-related qualifications, e.g. HNC or other professional exams for which up to 5 days study leave is allowed in addition to time off for examinations.

Pension

New employees are eligible for our BWCI direct contribution scheme. Employee contributions can be chosen are 3%, 4% or 5%, with GEL doubling your contribution, making it 9%, 12% or 15% in total. For existing employees with PSPS eligibility, GEL funds that final salary pension contribution.

Death in service

Depending on eligibility, life cover is provided up to 6 x pensionable salary, half of which is used to buy a dependents pension for nominated beneficiaries.

Use of GEL Equipment and Vehicles

Some of our cars and vans can also be used for personal use at minimal cost. Employees may also borrow GEL equipment subject to availability and completed risk assessments.