



Guernsey Electricity



Join us. Together, we'll
build a better future.

Our benefits package



A great place to work

We're always working to make Guernsey Electricity a great place to work. For helping us to look after the Islands energy for future generations, we offer a generous and unique benefits package.

We encourage our employees to work in a flexible way that fits into their lifestyle. Our policies help you enjoy island life, progress your career, recognise your efforts, pay you fairly and look after you. Read on to find out more.

| Be a part of the
| electric future

Here's how rewarding building a better future can be

A great location

Our coastal location near the amenities of St Sampson parish is perfect for either a lunch time dip or a meeting over coffee. Parking is stress-free, with plenty of employee spaces, and we're on the regular bus routes.

Our flexible working policy allows employees to tailor their hours and where they work from.

We give you the opportunity to work flexibly to fit with your commitments outside of GEL. These range from working part-time, compressed hours (including 4.5-day weeks or 9-day fortnights), flexitime, zero-hour contracts and working from home.

Generous annual leave

We provide paid holiday entitlement from 22 days leave plus public holidays with additional leave awarded for longer service and seniority. We also offer employees the chance to purchase additional leave.

We also offer up to 1 week of special leave for volunteering, auxiliary, forces and compassionate leave. We often also reward our employees with additional days to celebrate company performance achievements and provide pre-retirement leave up to 12 days, dependent on length of service.



Here's how rewarding building a better future can be



Looking after you

Private medical insurance is included for employees with discounted rates for family members throughout service and retirement. The policy includes a regular full body health check.

Free eyecare and hearing tests We offer free eyesight and hearing tests and an allowance towards the purchase of glasses if they are needed for working purposes.

In the winter, we offer our employees a free flu vaccination.

Pension We offer various pension options with double employer contributions. These policies also ensure that if the worst happens, your family will be looked after and their futures are taken care of. Depending on eligibility, life cover is also provided for up to 6 times of an employee's pensionable salary, half of which is used to provide for a nominated dependent.

Maternity, paternity and adoption leave We believe that all mums and dads should get the time they need for their new family.

| There for you and
your family

Here's how rewarding building a better future can be

When you're fit and healthy, you're happier

We offer a competitive corporate rate **for local health and fitness facilities** and have invested in training Mental Health First Aiders to assist those who may struggle with their mental health.

Sickness pay After six months service, sick pay eligibility period ranges from one months full pay and one months half pay to six months full pay and six months at half pay. We also offer support to help employees return to work successfully.

Sports and socialising Our sports and social group have regular subsidised and free events. Take part in charity sports events, meat draws, raffles and dinner dances, so you can socialise, stay fit, and get to know everyone. This includes regular free event tickets at St James.

Progress your career

Our career and development programme means that we give everyone the chance to **progress** with a structured career path and varied training.

We invest in **Apprenticeships** and support job-related qualifications.

As well as our inhouse development programme, we offer **training & development** support for relevant professional courses and offer up to 5 days study leave, examination leave and financial assistance towards relevant qualifications. We also cover **professional subscriptions costs** to relevant industry bodies.



Here's how rewarding building a better future can be



Recognising your efforts

Our employee recognition programme includes a bonus scheme, our long service rewards, a rolling peer-to-peer recognition award and a 'Thank you' budget from our management for gifts and vouchers for their teams.

We also offer a generous introduction incentive for employees that recommend and refer new employees to Guernsey Electricity.

GEL's bonus scheme is based on performance of individuals and the company.

Employee discounts For employees that have completed at least 6 months service, we offer 20% discount from our Guernsey Electricity showroom, and a generous discount for works in your home that are completed by our contracting team.

We also offer access to a local retail discount card.

Here's how rewarding building a better future can be



Paying you fairly

Our aim is to be competitive within the market and we use annual pay reviews with market pay reference points to ensure that we offer employees competitive pay.

Employee allowances We offer allowances for those on shift, being on standby, mobile phones, tools and appropriate safety clothing. It's all taken care of.

Looking after our staff is
very important to us

We're proud of our benefits package. This is our way of thanking you for looking after the future of the Island's electricity.

Please talk to HR: human.resources@electricity.gg, if you'd like to learn anything more.

Let's build a better future together