

Dublin City Council Culture Company

Employee Benefits

Pay

We benchmark our salaries externally against the Public and the wider cultural sector, and offer a competitive salary to attract and retain great people. We reward performance and length of service.

Performance development review process

All Dublin City Council Culture Company employees participate in the Performance Appraisal process annually. This process provides a framework to reflect and recognise past performance, consider training and development needs and enables staff and managers to give constructive feedback. It provides you with an opportunity to have conversations about and understand what you've done well, what you could do differently and to look at our training and development opportunities. This process measures performance and is used to determine any rewards that may be applicable.

Annual leave

As an employee of Dublin City Council Culture Company, when you join us, you'll receive a minimum of 20 days' holiday a year (excluding public holidays - so they are on top of your annual leave allowance). Different roles in the company have minimum annual leave amounts with 20 days as the minimum and this is detailed by role. This can increase based on role, performance and length of service. Your annual leave is pro-rata if you work part-time.

Employee Assistance Programme

Our Employee Assistance Programme is delivered by Health Assured and ensures you have unlimited access to a 24-hour free, confidential telephone helpline. This service gives you free advice on a wide variety of issues such as legal information, financial information, relationship advice, medical information, tax information, information on bereavement, retirement and consumer issues among many others.

Pension

As an employee you are eligible to join in our company pension scheme with [Everlake](#) (a company with high ethical standards), which is underwritten by Aviva. We top up your pension fund by matching any contributions you make up to 10% of your basic salary. That means if you contribute 10% of your salary the company will contribute 10% to your pension fund too. Everlake also offers Culture Company employees one personal and confidential financial advice appointment per employee per year.

Income Protection

We work with Everlake to provide Group Income Protection, underwritten by Zurich. All employees are eligible for this and auto enrolled upon joining the company.

Life Assurance

We work with Everlake to provide Group Life Assurance, underwritten by Zurich. All employees are eligible for this and auto enrolled upon joining the company.

Maternity/ Co-Parent and Adoptive Paid Leave

Dublin City Council Culture Company offer enhanced Maternity, Co-Parent (Paternity) and Adoptive leave above the statutory minimum.

Bright Exchange

Bright Exchange gives employees of Dublin City Council Culture Company quick and easy access to exclusive discounts from hundreds of retailers. You can log in to the Bright Exchange platform using your Bright HR credentials, giving you exclusive access to unmissable offers like 20% off all Fitbit products. And because offers change every day, it's well worth keeping an eye on.

Cycle to work scheme

The Cycle to Work Scheme is a tax incentive scheme to encourage employees to cycle to work. Under the scheme an employer (Dublin City Council Culture Company) can pay for a new bicycle up front (including qualifying bicycle accessories - the list is in the link below) and you repay the cost in regular installments (or as a once off payment) from your gross salary. You save on the costs of cycling to work because your repayments come out of your salary before tax, USC and PRSI are deducted. This means that someone on the highest rate of tax, for instance, will save almost half of the cost of a new bike and equipment.

<https://www.revenue.ie/en/jobs-and-pensions/taxation-of-employer-benefits/cycle-to-work-scheme.aspx>

Taxsaver Commuter Ticket Scheme

Taxsaver Commuter Ticket Scheme for public transport to and from work. The scheme is designed to help reduce the cost for workers using public transport. The Taxsaver scheme covers bus, rail and the Luas and you can get a ticket that covers more than one operator. The cost of the taxsaver ticket is deducted directly from the employee's gross salary, and savings can be made off the regular price, depending on ticket type and your tax band. You can learn more here:

<https://www.taxsaver.ie/Commuters/>

Other Benefits

As an employee of Dublin City Council Culture Company we offer you tours of our buildings (14 Henrietta Street and Richmond Barracks) free of charge, including one companion so that you can bring family and friends to experience these great visitor destinations. We also offer 25% off in our shop at 14 Henrietta Street (note there is a limit on the quantity of books that you can buy).

Training

At Dublin City Council Culture Company we understand the importance of developing our people. We offer certified training both specific to your role and more broadly across the company to develop our team throughout their time at the company. Access to training budget is also part of our performance and length of service reward system and can be granted to fund more significant training and learning programmes to develop our employees and prepare them for the next stage of their career.

We offer awareness sessions, which are available to the whole team, for example, most recently, National Adult Literacy Agency (NALA) Plain English training and AsIAm Autism Awareness training to develop the awareness and inclusivity of our whole team.

Hybrid Working

Dublin City Council Culture Company recognises the importance of supporting its employees to balance their work and home lives by offering occasional/ad hoc hybrid working when possible. This is dependent on the role and is agreed with your Line Manager to ensure the needs of the role are being met. Hybrid working is designed to offer the flexibility of remote working whilst also maintaining the benefits associated with on-site working, subject to core role demands and other eligibility conditions being met.

The right tools for the job

It might sound obvious, but we are proud to be able to offer all our employees company laptops and mobile phones that mean your office can move with you. Our systems are set up to allow seamless access remotely and we ensure that you have the tools you need to get the job done in the best way that works for you.