

# Support package details

## Standard support package

Stated as of 2017

Buddhism encourages simplicity, collectively, and personal development. The standard support package is designed to encourage and support these values. Support is in principal “needs based” and requests over and above the standard support package will always be considered (see **additional benefits** section below).

- **Personal Allowance** (monthly, paid) **£347**
- **Retreat allowance** (annually, claimed) **£1,300**
  1. Retreat allowance is a spiritual training budget primarily for Triratna retreats. Other retreats, training or personal development uses should be agreed in advance by the centre director.
  2. Retreats at Dhanakosa are charged at the lower rate (unless working on the retreat).
  3. An additional budget is available for out of house training related to Dhanakosa work responsibilities by agreement with the Centre Director.
- **Accommodation on site**; including food, reasonable bills and telephone use, council tax, and any relevant sewage and water charges
- **Car use** when agreed in advance, with Dhanakosa uses taking priority. (private use must pay personal petrol costs)
- **Medical costs** are available based on NHS fees (prescription etc). Private or alternative medical costs must be agreed in advance by the Centre Director.
- **Transitional Allowance.** At or around the time of leaving an additional allowance may be available to help with costs of relocation etc. This is discretionary and considered ex-gratia.
- **Pension.** Full NI contributions are made and there is opt in provision for workplace pension under auto-enrolment. Current offer for employers contributions is statutory plus 17% gross taxable income. The amount we pay over and above the statutory level is at the discretion of the trustees.

Personal allowance and retreat allowance and transitional allowance are normally increased annually (at a level based on CPI) as determined by the Centre Director and as ratified by trustees. All other modifications to support to be ratified by the Trustees.

## Additional Benefits

Additional benefits or payments may be considered where an additional need is present and the beneficiary’s financial situation is not adequate to meet the need. Such payments should be negotiated with the Centre Director and may require ratification by the trustees. The existence of previously agreed additional benefits does not constitute precedent. Benefits or payments of this sort are discretionary and considered ex-gratia.