



DOWNSIDE

Staff Benefits

Pension: The Organisation provides access to a pension scheme, provided by Nest Pensions. If you qualify, the payments into your pension will be:

- Your contribution – 4% of your qualifying earnings. This will be taken directly from your pay.
- Our contribution – we will pay in an amount equal to 3% of your qualifying earnings.
- Tax relief – The government, in the form of tax relief, will pay an amount equal to 1% of your qualifying earnings.

Career Development: We are committed to the continuing professional development of staff and will support appropriate training as required.

Recruitment Referral: Introduce a colleague and earn a bonus payment as a thank you from us.

Employee Assistance Programme: A free and confidential 24/7 support service, offering you unlimited access to advice and information, guidance and counselling where appropriate.

Cycle Scheme: All permanent staff have access to a cycle scheme which enables staff to purchase a bike tax-free through a salary sacrifice arrangement.

Health Cash Plan: Access to a cash plan which allows you to claim money back towards the cost of check-ups and treatment for you, your partner and up to four of your children who are under 18.

Well-being: Aside from our other well-being schemes, staff enjoy walking or running in our beautiful grounds at lunch or after work and also pop into our Visitor Centre to purchase gifts or just relax.