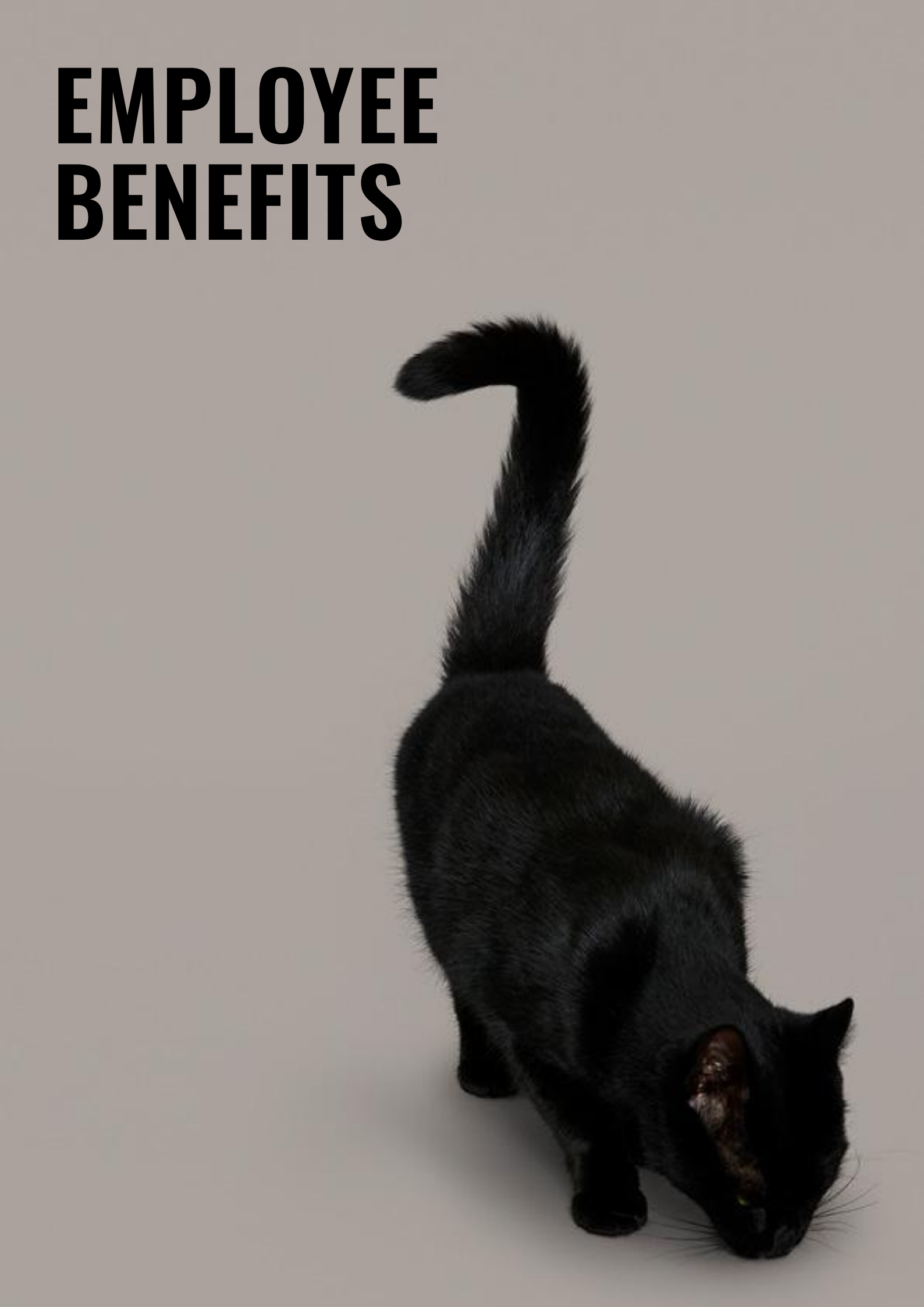
EMPLOYEE BENEFITS



ABOUT OUR BENEFITS

We offer our employees a wide range of benefits to reward them for the value that they bring to Battersea, to support them in their work, to help improve their health and wellbeing, and maintain a healthy work-life balance. We intend to offer these benefits on an ongoing basis, although we may amend or withdraw them at any time.

Battersea has been verified as a truly flexible workplace by Flexa for 2024-2025. You can find out more about our flexible working benefits via our **Flexa Page**.

KEY BENEFITS INCLUDE



Annual leave

28 days (excluding bank holidays)



Health and wellbeing

Free healthcare cash plan



Enhanced Parental Leave

Up to 12 weeks full pay after one year of work



Employee Assistance Programme

For all employees free of charge



Pension Scheme

Generous pension contributions



Season Ticket Loan

Interest free season ticket loans

OUR BENEFITS

PENSION SCHEME

Our group personal pension scheme is available to all employees. New employees will be auto enrolled into our pension scheme in their second month of employment, if they meet the eligibility criteria, at our standard rate of 2.67% employees contribution, 5.33% employer contribution.

The following month, new starters can choose to increase their contribution rates and so benefit from a higher employer contribution of up to 10.3%. Because the GPP pension scheme is a salary sacrifice scheme, Battersea will also invest approximately 50% of the savings it makes on Employer National Insurance Contributions into your pension plan. The contribution levels are as follows:

Employee contribution	Battersea contribution
2.67%	5.33%
3%	6%
5%	10.3%

Example of monthly pension contributions for salary of £20,000:

Employee contribution per month	Battersea contribution per month
2.67% = £44.50	5.33% = £88.83
3% = £50.00	6% = £100.00
5% = £83.33	10.3% = £171.66

ANNUAL LEAVE

Employees are entitled to 28 days annual leave (pro-rata for part time employees and in the first year of employment), rising to 29 days after 5 years employment, and then to 30 days after 10 years employment. This is in addition to eight days paid public holidays every year.



HEALTH & WELLBEING

HEALTH CASH PLAN

Battersea offers a healthcare cash plan free of charge to all employees, using a provider called Simply Health. This cash plan enables employees to claim 100% of the costs of everyday healthcare, such as dental treatment, eye tests, glasses, contact lenses, physiotherapy, chiropody, osteopath, chiropractor, health screening and much more, up to annual limits.

EMPLOYEE ASSISTANCE PROGRAMME

We offer an employee assistance programme to all employees free of charge. It offers a 24/7 phone line, completely confidential and impartial support, information, and counselling service to employees on legal, financial, debt management and emotional issues.

GYM MEMBERSHIP

Employees who choose to join the Cash Health Plan can get 10% discount off at PureGym.

FLU VACCINATIONS

All employees are eligible for a free flu vaccination voucher each year to help them stay healthy over the winter.

LIFE INSURANCE

All employees are covered by our life insurance scheme, which provides a nominated beneficiary/ies with a lump sum equivalent to four times the employees' salary in cases of death whilst in employment at Battersea.

BEREAVEMENT HELPLINE

We provide free and confidential access to a bereavement helpline, which provides emotional support and practical guidance from qualified bereavement counsellors.

ENHANCED SICK LEAVE

All employees are entitled to enhanced sick pay at full pay following certified periods of absence. This entitlement increases with length of service in line with the below:

- Up to three months: 5 days
- Three months to one year: 10 days
- One year and over: 20 days within a 12-month period

SUPPORTING YOUR DEVELOPMENT

SABBATICAL LEAVE

Employees who have worked with us for five years or more can request six months unpaid sabbatical leave for personal or professional development, such as learning new skills or travel.

PROFESSIONAL MEMBERSHIP FEES

After two months service, employees in roles where ongoing membership of a recognised professional body is an essential requirement in the person specification for their job (where this membership is gained through a qualification) can claim the cost of one membership fee per year up to a maximum of £460.



FAMILY FRIENDLY

ENHANCED PARENTAL LEAVE

Pregnant employees and employees adopting a child or adopting through surrogacy who have worked with Battersea for more than 12 months by the time their child arrives or is matched will receive enhanced parental leave pay of 12 weeks full pay, with the remainder of their leave being paid at the statutory rate.

Employees whose partner or spouse (including same sex relationship) is having a baby or who expect to have responsibility for bringing up a child and have more than 1 year service or more by the time the baby is born, or child is matched in the case of adoption, will receive 2 weeks leave on full pay.

SHARED PARENTAL LEAVE

Employees taking maternity or adoption leave can opt to end their maternity/adoption leave and pay early and share the remaining balance of this with their partner.

TRAVEL

SEASON TICKET LOAN

Interest free season ticket loans are available to all employees after two months of employment with Battersea.

CYCLE TO WORK SCHEME

We offer a Cycle to Work Scheme to support your health and fitness. This enables you to save up to 40% of the cost of the purchase of a bike and safety equipment, up to a maximum value of £2,500, with the cost recovered from your salary over 12 months.

ADDED EXTRAS

VETERINARY TREATMENT OF EMPLOYEES ANIMALS

We provide cost price veterinary treatment for employees with ex-Battersea dogs and cats.

DISCOUNTED PET INSURANCE

We offer employees a 20% discount off the cost of Petplan insurance.

DISCOUNTS IN OUR SHOPS

We offer our employees a 25% discount in our shops.

BATTERSEA

HERE FOR EVERY DOG AND CAT

BATTERSEA DOGS & CATS HOME
4 BATTERSEA PARK ROAD
LONDON SW8 4AA

+44 (0) 20 3887 8341
JOBS@BATTERSEA.ORG.UK

Battersea is a charity registered in England and Wales (206394)

Patron HRH The Duchess of Cornwall GCVO
President HRH Prince Michael of Kent GCVO

Registered with FUNDRAISING REGULATOR