

# EMPLOYEE BENEFITS



# ABOUT OUR BENEFITS

We offer our staff 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.

## KEY BENEFITS INCLUDE



### Annual Leave

28 days (excl 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 staff free of charge



### Cost Price Veterinary Treatment

Clinical staff entitled to cost price, first opinion veterinary treatment for their own cat or dog



### Pension Scheme

Generous pension contributions

# OUR BENEFITS

## PENSION SCHEME

Our group personal pension scheme is available to all members of staff. New staff 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% staff contribution, 5.53% 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%. 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:

Staff contribution	Battersea contribution
2.67%	5.53%
3%	6.2%
5%	10.3%

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

Staff contribution per month	Battersea contribution per month
2.67% = £44.50	5.53% = £92.16
3% = £50.00	6.2% = 103.33
5% = £83.33	10.3% = £171.66

## ANNUAL LEAVE

Staff are entitled to 28 days annual leave (pro-rata for part time staff and in the first year of employment), rising to 29 days after 5 years employment, and then to 30 days after 10 ten 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 staff, using a provider called Simply Health. This cash plan enables staff 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 a staff assistance programme to all staff free of charge. It offers completely confidential and impartial support, information, and counselling service to staff on legal, financial, debt management and emotional issues.

## GYM MEMBERSHIP

Staff who choose to join the Cash Health Plan can get discounts of up to 20% off a range of independent and chain gyms, including Fitness First, LA Fitness, Virgin Active and David Lloyd.

## **FLU VACCINATIONS**

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

## **LIFE INSURANCE**

All staff are covered by our life insurance scheme, which provides a nominated beneficiary/ies with a lump sum equivalent to four times the staff's 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 staff 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**

Staff 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, staff 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 £400.



# **FAMILY FRIENDLY**

## **ENHANCED PARENTAL LEAVE**

Pregnant staff and staff 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.

Staff 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**

Staff 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 staff after two months of employment with Battersea.

## CYCLE TO WORK SCHEME

We offer a cycle to work scheme to encourage 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 £1,000 including VAT, by having this cost recovered from salary over a 12-month period and so saving tax and National Insurance on this cost.

# ADDED EXTRAS

## DISCOUNTED PET INSURANCE

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

## DISCOUNTS IN OUR SHOPS

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

## COST PRICE VETERINARY TREATMENT

Clinical staff are entitled to cost price, first opinion veterinary treatment from Battersea Clinic for their own cat or dog, whilst they are employed at Battersea.



# 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 GCV  
President HRH Prince Michael of Kent GCV

