



**Wildlife Trust for  
Beds, Cambs  
& Northants**



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# Staff Benefits

## Financial Support

### Pension Contributions

The Trust's contribution to staff pensions is 8% automatic enrolment after 3 months.

### Death in Service

4 x annual salary paid to nominated beneficiaries.

### Professional Fees

Professional fees paid for staff who belong to a professional organisation/body, which is relevant to their role.

### Cycle to Work Scheme

Interest free loans for travelling to work.

### Discounts

Cotswold Outdoors - 15% discount



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## Work – Life Balance

- Annual Leave - 25 days plus bank holidays, increases with length of service
- Concessionary (Trust Closure Days) – between Christmas and New Year
- Career breaks (sabbatical)
- Compassionate Leave
- Flexible Working



## At Work

- Training and Development
- Employee Voice (staff advocacy group)
- Corporate Clothing Allowance (role dependent)
- Trust Days – 2 days per year, one in summer and one at Christmas
- Staff Social Club – pub quizzes and other events arranged throughout the year



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## Health and Wellbeing

- Physiotherapy Appointments
- Counselling Service Employee Assistance Programmes
- In House Mental Health First Aider
- Paid Annual Eye Tests for VDU users
- Paid annual Flu Jab
- Pilates (online classes)

