



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



Staff Benefits

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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 - 20% discount

At Work

Training and Development

Employee Voice (staff advocacy group)

Corporate Clothing Allowance (role dependent)

Staff Away 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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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

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)

