

Staff Benefits at World Vision UK

PENSION	From the first date of your employment with WVUK, you will be entitled to join the World Vision Group pension scheme, managed by Aviva. You will need to contribute a minimum 3% of your pay and WVUK will pay 7% of salary into your pension pot. Pension contributions are encouraged under the salary sacrifice scheme.
HOLIDAY ENTITLEMENT	For full-time staff, annual holiday entitlement starts 28 days per calendar year (January to December), plus bank holidays (pro rata for part-time staff). Holiday entitlement is increased by 1 day after 5 years' service (to 29 days) and a further day after 10 years' service (to 30 days).
SICK PAY	Up to 3 months: 1 week's occupational sick pay (full-pay) 3-6 months: A further 1 week's sick pay (full-pay) ie a total of 2 week's sick pay during the first 6 month's service 6-12 months: A further 4 week's sick pay (full-pay) ie a total of 6 week's sick pay during the first years' service 12+ months: A maximum of 13 week's sick pay in any 12-month period on full- pay and a further 13 weeks on half pay.
PROFESSIONAL SUBSCRIPTIONS	WVUK will pay for the subscription to membership of a professional body where it is relevant or required for the role in which they are employed.
STUDY SUPPORT	WVUK supports staff in providing them with paid time off and assists with course fees. The amount of support will depend upon length of service and the relevance of the course to the member of staff's role in WVUK.
FIELD VISIT	Staff whose role would not normally involve travel have the opportunity to apply to be selected to go on a field visit, funded by WVUK once they have over 3 years' service.
DEATH IN SERVICE	A death in service benefit of four times the annual salary is provided. Staff are enrolled in the scheme on the 1st day of employment. Entitlement to benefits is dependent upon you complying with the relevant rules and regulations of the scheme.
CYCLE TO WORK	WVUK work with Cycle to Work to provide staff with the opportunity to purchase a bike and safety equipment up to the value of £1,000 via salary sacrifice (taken directly from salary before deduction of tax and National Insurance) repayable over 18 months.
OCCUPATIONAL MATERNITY/PATERNITY PAY	Staff with qualifying length of service will receive 13 weeks full pay, followed by 26 weeks statutory maternity pay.
PERSONAL ACCIDENT AND TRAVEL INSURANCE	When staff travel on WVUK business they are covered by our travel insurance policy. This policy also gives staff full cover if they decide to extend their visit with a holiday. This policy also provides two times annual salary in the case of accidental death or permanent disablement, whether travelling or not.
PARKING	The Milton Keynes offices have free parking spaces available for staff use.
CHRISTMAS CLUB	Christmas Savings Club - take the financial strain out of that most wonderful time of the year. Save little through your pay and have all total refunded to you in November.
BEST DOCTORS	A free service for all staff, linked with our Permanent Health Insurance providers and offers an expert medical review for you and any family members.
EMPLOYEE ASSISTANCE PROGRAMME	Free & confidential provision of advice or counselling.