

Staff Benefits at World Vision

PENSION	You will be enrolled automatically to join the World Vision UK (WVUK) pension scheme, in line with current legislation, after 4 Mth of Employment, in line with Auto Enrolment Laws. WVUK operate a Group Personal Pension Plan and pays an additional 7% of salary into your plan with a minimum 3% contribution from you as a condition of membership. Entitlement to benefits is dependent upon you complying with the relevant rules and regulations of the scheme. Staff may also Opt in to the Pension Scheme from Day 1 of Employment.
HOLIDAY ENTITLEMENT	For full-time staff, annual holiday entitlement starts at 28 working days per calendar year (January to December), which excludes 8 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) i.e. 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) i.e. 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.
TRAVEL ALLOWANCE	This is a maximum payment of £12.30 Daily, subject to tax and N.I. or staff whose home address 45 miles or more from the WVUK office. Staff are not eligible if already in receipt of London allowance.
INCOME SUPPORT (LONG TERM SICKNESS BENEFIT)	60% Salary & 3% Employees' Pension & 7% Employers Pension, payable upon Claim acceptance from Generali after 26 Weeks of Continuous Absence, Benefit is payable for 5 years as per Cap
LONDON ALLOWANCE	Staff who work in London are entitled to an allowance of up to £3,200 p.a. dependent upon where they live.
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.
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 via salary sacrifice (taken directly from salary before deduction of tax and National Insurance) repayable over up to 48 Mths.
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	TBC
PARKING	The Milton Keynes offices have free parking spaces available for staff use.
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.
HOLIDAY PURCHASE	Up to 5 Days Hols or 1 Week as per Work Pattern can be purchase via Salary Sacrifice Deduction at any time during the Holiday Year.
GAYE	Via Salary Sacrifice: Can be used to be Tax Efficient if Sponsoring through WVUK
CHRISTMAS CLUB	Via Payroll deduction from JAN to OCT: Refunded NOV
INDEPENDANT FINANCIAL ADVISOR	Access to External Appointed Pensions Advisor: Free Basic Appointment at any time in Year not limited to One Appointment per Employee.
INSURANCE BROKER	Access, if required, to External Appointed Insurance Broker for Advice on Claims and Questions on all Insurances held by Payroll