

EMPLOYEE BENEFITS AT UNICEF UK

Salary	Appointments are generally made towards the entry point of the salary band. The salary offered is based on skills, knowledge & experience.
Annual Salary Review	Annual salary reviews take place in April each year. We benchmark our salaries each year to ensure they remain competitive, including exceptional performance related pay
Annual Leave	Holidays operate on a calendar year (January to December). Full time employees are entitled to 25 working days leave, rising to 30 days with service, plus Bank Holidays. This is pro-rated for part time employees.
Buying & Selling Annual Leave	All employees have the option to buy or sell up to the equivalent of one week's annual leave each year subject to affordability.
Time Away From Work	Paid or unpaid leave to accommodate time you may need to take away from work.
Pension	All eligible employees are auto enrolled into our pension scheme after three months service. There are flexible options for the contribution Unicef UK and employees can make.
BUPA Cash Plan	Provides cash back on everyday expected and unexpected healthcare costs.
Early Moments Leave	As an employer that's committed to inclusivity, all Unicef UK employees who are pregnant, expecting a child but are not the pregnant parent, or adopting, can have up to 52 weeks of Early Moments Leave (EML). The focus is not on your gender, your sexual orientation or length of service, but rather on the child; the time spent with them during those early moments.
Income Protection Insurance & Life Cover	Income protection protects 50% of your salary if you are incapacitated due to injury, accident or illness after a 26-week period of absence, subject to insurer's approval. Life cover is valued at three times the annual salary and covers death in service.
Interest Free Loans	Interest free Cycle scheme, Season Tickets, are available after your probationary period has been completed. The loan is paid back via monthly payments deducted from your salary.
Work Agility & Flexible Working	We offer all employees the opportunity to make day-to-day choices about how and where they work. All employees have the right to request flexible working, regardless of length of service.
Wellbeing and Personal Support	BUPA provide a 24-hour confidential helpline and access to face to face counselling. We provide a second Medical Opinion scheme that assists in getting expert medical advice on your health condition from leading physicians around the world. Lifeworks also provide a range of wellbeing tools and resources. You also have free access to Headspace mindfulness online platform and app.
Personal Growth & Learning	We invest in our employees' personal and professional development and offer a wide range of learning opportunities including personal growth loans.
Antenatal Classes	Our Baby Friendly Team offers antenatal classes for our employees and their partners who are expecting a baby.
Staff Discount	20% staff discount from greeting cards and gifts.
LifeWorks	Access to savings and loyalty points across big brands in leisure, fashion, health, gyms, retail, travel and cinema through online or through the app.