

## EMPLOYEE BENEFITS AT UNICEF UK

<b>Salary</b>	Appointments are made in line with market data for the role. The salary offered is based on skills, knowledge & experience.
<b>Annual Salary Review</b>	Annual salary reviews take place in April each year. We benchmark our salaries each year to remain competitive
<b>Annual Leave</b>	The holiday year runs from 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.
<b>Buying &amp; Selling Annual Leave</b>	All employees have the option to buy or sell up to the equivalent of one week's annual leave each year subject to affordability
<b>Time Away from Work</b>	Paid or unpaid leave to accommodate time you may need to take away from work.
<b>Pension</b>	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
<b>BUPA Cash Plan</b>	Provides cash back on everyday healthcare costs.
<b>Early Moments Leave</b>	As an employer that's committed to inclusion, 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 and the time spent during those early moments.
<b>Income Protection Insurance &amp; Life Cover</b>	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.
<b>Interest Free Loans</b>	Interest free cycle scheme and season ticket loans are available after your probationary period has been completed. The loan is paid back via monthly payments deducted from your salary.
<b>Work Agility &amp; Flexible Working</b>	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.
<b>Wellbeing and Personal Support</b>	Access to 24-hour confidential helpline, face to face counselling and a range of other wellbeing support. We provide a second Medical Opinion scheme that assists in getting expert medical advice on your health condition from leading physicians around the world. You also have free access to Headspace mindfulness online platform and app
<b>Personal Growth &amp; Learning</b>	We invest in our employees' personal and professional development and offer a range of learning opportunities including personal growth loans.
<b>Antenatal Classes</b>	Our Baby Friendly Team offers antenatal classes for our employees and their partners who are expecting a baby.
<b>Staff Discount</b>	20% staff discount from greeting cards and gifts.
<b>LifeWorks</b>	Access to savings and loyalty points across big brands in leisure, fashion, health, gyms, retail, travel and cinema.
<b>Free Will Service</b>	The opportunity to use UNICEF's will writing service for free. Delivered through a partnership with Co-op Legal Services. Prepare a simple single or mirror will to plan what happens to your property and belongings (estate) after your lifetime.