

# BATTERSEA STAFF BENEFITS

THERE IS NO BETTER REWARD THAN SEEING THE DIFFERENCE YOU MAKE TO THE LIVES OF OUR DOGS AND CATS FIRST HAND, ALTHOUGH WE ALSO PROVIDE A WIDE RANGE OF BENEFITS:

## Pension Scheme

Battersea doubles the contribution that you make into our Group Personal Pension Plan. The entry level is a staff contribution of 1.67% of their gross salary with a Battersea contribution of 3.33% into their pension. Once they have joined the pension scheme, staff can increase their contribution rates and benefit from higher contributions from Battersea of up to 10.3%.

Staff contribution	Battersea contribution
1.67%	3.33%
3%	6.2%
5%	10.3%

## Annual Leave

We give 28 days annual leave (pro rata) each year, rising to 30 days after 10 years employment. This is in addition to eight days paid public holidays every year.

## Health Cash Plan

Battersea offers a healthcare cash plan free of charge to all staff, using a provider called Simply Health. This cash plan enables staff to claim back the costs of everyday healthcare each year, such as dental treatment (£120), eye tests/glasses/contact lenses (£120), physiotherapy, chiropody, osteopathy, chiropracty (£300) and much more, up to annual limits.

## Season Ticket Loan or Cycle to Work Scheme

Interest free season ticket loans are available to all staff after 2 months of employment. Alternatively, if you cycle to work you can save up to 40% of the cost of the purchase of a bike and safety equipment (up to a maximum value of £1,000) through our cycle to work scheme.

## Enhanced Maternity and Paternity Pay

Staff who have worked for Battersea for more than 12 months by the time their baby is born receive enhanced maternity and paternity pay. Enhanced maternity pay is 12 weeks at full pay and enhanced paternity is 2 weeks at full pay.

## Child Care Vouchers

The childcare voucher scheme gives staff the opportunity to purchase childcare at a reduced cost. By exchanging up to £243 a month (£55 a week) of your gross salary (basic rate taxpayers) for childcare vouchers you can save up to £933 a year.

## Employee Assistance Programme

Staff can access free, confidential and impartial support, information, and counselling on legal, financial, debt management and emotional issues.

## Life Insurance

Staff are covered by our life insurance scheme, which provides a nominated beneficiary/ies with a lump sum equivalent to four times annual salary.

## Discounts

Staff are eligible for discounts in our café and shop and on other items such as pet insurance and gym memberships, including Pure Gyms, Fitness First, LA Fitness, Virgin Active and David Lloyd.

## Professional Membership Fees

Staff can claim back the subscription cost for an essential professional membership after 2 months service, up to a maximum of £400 per year.



**BATTERSEA**  
HERE FOR EVERY DOG AND CAT