

## What we offer

### Flexible working hours

- 35 hour working week (full time)
- Home working
- A very flexible approach to the working week



### Enhanced annual leave

- 30 days annual leave plus Public Holidays (pro rata for part time)
- Flexible ability to swop Christmas Day for other religious holidays.



### Pension Scheme

- A competitive defined contribution pension scheme offering up to 8% employer contribution.



### Family Friendly Policies

- Enhanced maternity pay
- Paternity, adoptive leave, shared parental leave, neonatal family leave and paid leave for IVF treatment available (subject to eligibility)
- Enhanced paid carers, time off for dependants and bereavement leave available.



### Occupation sick pay

- A generous scheme depending on length of service starting from first day of employment of 2 weeks full pay
- After probation period up to 2 years 4 weeks full pay and
- After 2 years 8 weeks full pay and 4 weeks at half pay



### Wellbeing

- Employee Assistance Programme hosted by Mindful Employer Plus
- Free and confidential access 24/7 including counselling support
- In house Mental Health First Aiders
- An agreement with a care provider called Reframe Cancer
- Monthly wellbeing perk paid into salary to support staff wellbeing
- Quarterly Mental Health First Aiders hot spot sessions
- Monthly Wellbeing newsletters



### **Professional development**

- Supported learning & development programme
- Regular NDTi updates during the year



### **Team meetings**

- In person annual 2-day team conference away days including social gathering
- In person Christmas meeting followed by social gathering
- 4 NDTi team wide meetings per year



### **Employee Voice**

- Freedom to Speak Up policy
- An internal HR Sounding Board (input into key decisions from all teams)
- Regular news updates and newsletters

