

## Employment Benefits

### Flexible working culture

The Renal Association is an employer that values and supports its staff. We are committed to a flexible approach to working, to support the various working patterns that suit the different needs of our staff.

This includes the opportunity to work from home, vary start and finish times, work part time or compressed hours, job-share, and work flexibly at retirement.



### Wellbeing

We are committed to the wellbeing of our staff, offering a comprehensive employee assistance programme, salary sacrifice cycle to work scheme, access to ergonomic office equipment to assist with health and safety needs and other ad hoc wellbeing provisions.

### Terms and conditions

Our terms and conditions of employment offer competitive leave allowances, a generous annual training budget and pension and death in service provisions.

We offer new starters 27 days annual leave (plus 8 bank holidays), rising to 33 days after five years service. All members of staff have access to an annual individual training budget.

We offer a pension scheme, to which we contribute over the statutory minimum employer contribution. And after 12 months service staff are added to the organisation's death in service provision.

The Renal Association

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