# What we can offer you

## Competitive salary

We offer competitive salaries which are benchmarked against similar organisations and are reviewed annually. All staff receive a minimum of the living wage.

## Excellent pension schemes

You can join the staff pension scheme immediately and contribute up to 10 percent of your gross earnings which BucksVision will match. The scheme is the Flexible Retirement Plan invested and administered TPT (formerly the Pensions Trust). You will be automatically enrolled immediately but you will have the option to increase you contributions or should you wish, to opt out.

## Generous holiday entitlement

The holiday entitlement for full time employees starts at 26 days per year. Your holiday entitlement will be pro-rated to your hours of work if you work part time. The holiday year runs from 1st April to 31st March.

## Annual Leave Trading

In April of each year, staff will have the opportunity to sell up to 5 days leave back to the organisation or alternatively to buy up to an additional 5 days annual leave.

## Maternity Leave

In addition to the statutory maternity leave entitlement for staff who become pregnant, we also provide enhanced maternity benefit for staff who have more than 1 year’s service. We provide up to 2 weeks full paid paternity leave to staff whose partner is pregnant.

## Flexible Working

We offer a wide range of flexible working hours, including flexi-time and time off in lieu for many posts.

## Life Assurance

All staff are covered under the life assurance policy for 4 times their annual salary.

## Assistance with travel costs

We also offer our employees interest-free season ticket loans for rail and bus travel and car parking, following 6 months of employment.

## In-house training and development opportunities

At BucksVision we understand the value of developing our employees’ skills and knowledge. Therefore, we invest a lot of resources every year to offer our staff a wide range of in-house training and development opportunities, including the opportunity to apply for interest-free loans for external job related training. BucksVision is committed to supporting the learning and development of all staff and volunteers to support our operational and strategic objectives. As part of our development and support initiatives, we promote coaching, mentoring, secondments and job shadowing.

## Employee Assistance Programme

BucksVision also offers free of charge an Employee Assistance Programme (EAP) Helpline, which is confidential and available 24 hours a day, 7 days a week to all RNIB employees, their immediate family members (living in the same household) and dependent children.

Free eye tests for all staff members

All staff are entitled to a regular eye test, paid for by the organization.

## Childcare benefits

If you have children, we can offer access to a government approved employee benefit offered by Childcare-Plus, that allows you to receive part of your salary free of Tax and National Insurance saving you money.

## Cycle to Work scheme

RNIB offer the Cycle2work/Cycleplus scheme to all employees providing the opportunity to purchase a new bike with a tax saving.

## Health Cash Plans

Holiday Saturday Fund (HSF) Health Cash Plan is an easy and affordable way to help you spread the cost of health care not covered free by the NHS, The HSF health plan is an inexpensive health cash plan which helps to cover the cost of health care for you and your family.

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