

# Action for Children benefits

<b>Annual leave</b>	Action for Children annual leave entitlement ranges from 22 days per year to 27 days per year (depending on service and salary range) plus bank/public holidays. An additional five days' annual leave is awarded after five years' continuous service. Annual leave entitlement for part-time employees is calculated on a pro rata basis.
<b>Continuous service (continuity of employment)</b>	<p>Action for Children recognises continuous service from an employee's immediate former employer only (providing that employer is one of those listed in the terms and conditions of employment) and if there has been no break in service of more than seven calendar days. Continuous service is not recognised from any previous employers (even if they are on the list) prior to this. If the above conditions are satisfied, continuity of service will be preserved and you can benefit from the following Action for Children policies and schemes:</p> <ul style="list-style-type: none"> <li>▶ sick pay</li> <li>▶ annual leave</li> <li>▶ enhancement maternity/adoption allowance</li> </ul> <p>Refer to Action for Children's Annual Leave Policy for further information.</p> <p>Continuity of employment with the former employer will not be recognised for any other reason or purpose.</p>
<b>Job share</b>	Action for Children will consider job share opportunities where possible.
<b>Pension</b>	<p>Action for Children recognises the importance of pension provision as part of an employment package and our pension scheme is comparable with the best in the charity sector.</p> <p>We offer a Hybrid pension scheme. This pension is made up of two elements:</p> <ol style="list-style-type: none"> <li>1. An element that is salary related, based on 50% of your salary. The benefit builds up on a career average basis equal to 1/75<sup>th</sup> of one half of your salary for each year of service.</li> <li>2. A defined contribution element. An amount equal to 7% of the employee's salary will be paid into a money pot account. This money pot account will grow as contributions are added each month and with investment returns. At retirement, the entire money pot account will be used to buy pension benefits for you that will be paid in addition to the career average element.</li> </ol>
<b>Death in service</b>	In addition to the pension benefits, you will also be covered for a life assurance lump sum of three times your annual salary should you die while a contributing member of the pension scheme, assuming one year's service. If the member does not have one year's service, the salary earned to date is annualised. Death in service benefits also include pensions that may be payable to a spouse or dependant.
<b>Ill-health benefits</b>	The scheme also provides a pension that may be payable should you be granted retirement on the grounds of ill health.
<b>Trade union</b>	Action for Children supports the system of collective bargaining, and believes in working with trade unions. Staff are encouraged to join unions and Action for Children recognises Unison and Unite (Amicus Section) for negotiating purposes.

<b>Maternity enhancement</b>	Employees with the relevant qualifying service will receive 12 weeks' maternity leave at 50% of normal rate of pay.
<b>Paternity enhancement</b>	Employees with the relevant qualifying service will receive five days' paternity leave at normal rate of pay.
<b>Adoption enhancement</b>	Employees with the relevant qualifying service will receive 12 weeks' adoption leave at 50% of normal rate of pay.
<b>Adoption leave and pay</b>	Those employees who do not qualify for statutory entitlement will be entitled to a total of 18 weeks' leave (two weeks at normal rate of pay plus 16 weeks unpaid).
<b>Childcare vouchers</b>	Action for Children recognises that employees need flexible pre-school and out-of-school childcare of a type and in a location most convenient to them. Childcare vouchers allow employees to choose their own childcare providers and to have their childcare costs reduced. Childcare vouchers help to improve the working lives of staff, helping them to balance work with their caring responsibilities. This benefit is operated within a salary sacrifice scheme.
<b>Flexible working – parents and carers</b>	Action for Children has always been committed to considering flexible working requests. Our conditions of service are designed to increase the variety of work available to those individuals not seeking to work full time. This will enable employees to balance their work and home responsibilities and benefits the organisation by enabling us to utilise their skills.
<b>Occupational sick pay</b>	We offer a comprehensive occupational sickness scheme that offers up to six months on full pay and six months on half pay, depending on length of service accrued with Action for Children or a recognised employer.
<b>Confidential Care (CIC)</b>	Freephone advice and support service: 0800 197 2813
<b>Healthshield (Contributory benefit)</b>	Health Shield offers a 100% refund (subject to annual review and chosen limits) of everyday treatment costs with premiums to suit most pockets and needs.  Health Shield is a non-profit friendly society and has over 130 years' experience of healthcare provision, specialising in health cash plans for companies and individuals throughout the UK.
<b>Eye tests</b>	VDU users have the right to vision tests and eye examinations by an ophthalmic optician/optometrist at our expense both before starting Display Screen Equipment (DSE) work, at regular intervals thereafter and if they experience visual problems related to their use of display screens. If special appliances are needed to correct vision for DSE work, we will meet the cost.
<b>Learning and development</b>	Action for Children has a commitment to ensure that its entire workforce has access to appropriate learning and development opportunities that enable them to fulfil their roles competently and confidently. We aim to do this by supporting your development from induction through to continuing professional development (CPD).
<b>Removal expenses</b>	In approved cases, we offer a comprehensive relocation package that provides a contribution of 80% of the cost for removal of furniture and fittings, legal expenses involved in a house move, disturbance and lodging allowance. Further details are available on offer at interview.
<b>Travel season tickets</b>	We offer an interest-free travel loan facility to purchase rail or bus tickets.

*as long as it takes*