

Employee Benefits

Pay, Working Hours, Holiday

Pay

Salaries for our jobs are advertised as and when vacancies arise. We feel our salaries are competitive for the sector. Staff receive an annual increment on their salary each October.

Working hours

The working week is currently 35 hours. Overtime is not paid, however time off in lieu can be negotiated with your line manager. A number of positions are offered on a part-time basis and flexibility with regards to home working can be considered.

Holiday

Annual leave entitlement is 25 days per year plus UK bank holidays (pro rata for part-timers).

Our office is closed for the Christmas period, reopening on the first working day after New Year's Day. Staff are not required to use their holiday entitlement to cover this period so the Christmas closure is in addition to the annual holiday entitlement.

Family related benefits

Family friendly policies

We also offer generous parental and special leave, details of which can be provided upon appointment.

Childcare Vouchers

Ramblers provide childcare vouchers as part of a salary sacrifice scheme to eligible employees offering tax and National Insurance savings on monthly salaries. The scheme is available to all employees upon commencing employment with the Ramblers. Full details will be provided on request if appointed.

Flexible Working

Ramblers will consider applications for flexible working arrangements. As an organisation we aim to help our employees achieve a work life balance, by allowing variations in staff working patterns and hours, wherever is practically possible.

Part-time working and homeworking may be considered. We have great IT systems in place to enable our staff to work easily away from the office as and when necessary.



Health & Well Being

Employee Assistance Programme (EAP)

We aim to offer support and assistance to staff during times of need. If staff wish to seek confidential advice at any point, they are able to access the confidential phone service, available to all staff and their friends and family 24/7 365 days a year. This is provided by a company called Workplace Options.

In addition we provide a number of other ways to support staff. Details can be given upon appointment.

Free Ramblers Membership

All staff on successfully completing their probation get free Ramblers Membership. This gives you access to hundreds of group led walks every week, Ramblers Routes online library as well as four issues of Walk magazine a year. In addition you will be entitled to a host of membership discounts and offers. See more at: <http://www.ramblers.org.uk/become-a-member.aspx#sthash.K4h8gzSo.dpuf>

Store discounts

Staff can receive a 20%* discount at the following stores and online:

- [Cotswold Outdoor](#)
- [Snow and Rock](#)
- [Cycle Surgery \(10% off bikes\)](#)
- [Runners Need](#)

Cycle to Work Scheme

Interested staff members are able to purchase a new bike and/or bike equipment through the cycle to work scheme initiative. This offers staff tax savings, as repayments are taken from staff salaries on a monthly basis before tax deductions are made. The Scheme is available to all employees after completion of three months service. Full details will be provided on request if appointed.

Trade Union Membership

Ramblers recognise the Unite Union. The Union has sole consultation rights within Ramblers for terms and conditions of employment and other matters concerning staff. Ramblers encourage all employees to join the union.



Eye Care

All employees are entitled to free eye tests, normally every two years. The cost will be reimbursed via our expenses process. Ramblers also offer a contribution towards glasses in instances where these have been prescribed specifically for VDU use. You would need to provide a copy of the prescription for this.

Pension scheme

Since 1st July 2014 all staff have been automatically be enrolled into a Group Personal Pension Scheme as part of our requirement to meet automatic enrolment legislation. According to the statutory requirements, employees will see 3% of your earnings going to their workplace pension. In turn Ramblers will be obliged to add a contribution that is the equivalent of 2% of your earnings.

In addition, Ramblers currently offer a higher level of contributions at 6% of your basic salary, provided employees contribute at least 5%.

Season Ticket Loan

Ramblers offer an interest free season ticket loan for staff. All staff are eligible after completion of three months service.

*Ramblers reserve the right to refuse season ticket loan applications where it is unlikely that the loan can be repaid. Where an application is refused employees will receive written reasons why their loan has been declined.

Learning & Development

Ramblers is committed to the learning and development of all staff members. Training needs are highlighted through the annual appraisal scheme and development needs are continuously reviewed. As part of this we offer a combination of in house and external training opportunities.