



## Refuge Staff Benefits

<b>Pay</b>	Our pay framework is designed to attract and retain the most talented and dedicated people. The framework is reviewed on an annual basis to ensure that salaries remain affordable and competitive.
<b>Pension scheme</b>	Refuge operates a qualifying pension scheme, The Peoples Pension which gives you flexibility in managing your pension fund.
<b>Annual leave</b>	We have a generous annual leave entitlement of 28 days rising to 30 days with service. Our annual leave operates between 1 April and 31 March.
<b>Learning and Development</b>	We're committed to developing your skills and expertise. We know that learning and the development of our staff is a key component of our success. All employees are encouraged to develop and we offer a range of opportunities for learning. This includes the opportunity to obtain nationally recognised qualifications together with a comprehensive programme of development which links to the way in which we work and the services that we provide.
<b>Support and Advice service</b>	Refuge employees have access to an employee assistance programme 24 hours a day. The programme provides free confidential advice and support to help on a range of work and personal issues. They also provide access to online health information and advice. The service is provided by an independent health and wellbeing provider.
<b>Sick leave</b>	Refuge offers enhanced sick pay which increases with length of service.
<b>Life Cover Scheme</b>	Life cover is valued at four times salary and covers death in service, subject to insurer's approval.
<b>Eye care scheme</b>	Refuge allocates £69.99 per person each year towards eye care costs.
<b>Enhanced Maternity, Adoption, Parental, Paternity Leave</b>	Employees receive an enhanced package during maternity, adoption, parental paternity leave subject to eligibility criteria.