

Benefits Guide



Welcome to Dogs Trust!

We're pleased to offer you a range of benefits as one of our employees.

Day 1 entitlement

Annual Leave

Taking a break is important and our annual leave offering starts at 27 days a year, plus bank holidays. Our leave year runs from January to December and, at the start of the leave year after completing a full year's service, your allocation will increase by one day. The annual leave allocation increases annually in January until it reaches the maximum of 30 days, and includes a Wellbeing Day that we encourage you to use as you wish to support your mental and physical wellbeing.

Perkbox

We're with Perkbox, the employee benefit platform which offers a wide range of discounts at nationwide retailers, including supermarkets, restaurant chains, subscription services and even visitor attractions. It's free and you can use it from any desktop or mobile device; there's handy mobile app to use on the go!

The site's Wellness Hub includes guided meditation tracks, music and videos covering everything from yoga and workouts to nutrition, mindfulness and mental wellbeing.

Life Assurance

Our life assurance policy covers all employees in the event of death in service. The cover provides a lump sum benefit of 3 times your annual salary to one or more nominated beneficiaries if you pass away whilst you're employed by Dogs Trust.

Employee Assistance Programme

We provide access to an Employee Assistance Programme to help support you. The service includes a free, confidential 24-hour helpline offering advice and support on a range of issues, as well as up to five sessions of confidential counselling.




After 3 months' service


Pension Scheme

We operate a group personal pension scheme with Standard Life. You're automatically enrolled after 3 months' service at the minimum employee level of 1.50%. A salary sacrifice scheme is also available if you'd like to use this option.

Pension contribution levels are detailed below:



Your Payment	Dogs Trust Payment	Total Payments into plan
1.50% minimum	9.00%	10.50%
2.00%	9.50%	11.50%
2.50%	10.00%	12.50%
3.00%	10.50%	13.50%
3.50%	11.00%	14.50%
4.00%	11.50%	15.50%
4.50%	12.00%	16.50%
5.00%	12.50%	17.50%
5.50%	13.00%	18.50%
6.00%	16.00%	22.00%



You're welcome to make additional contributions above 6% of your salary but our employer contribution is capped at 16%.

Once you've completed your probation period

Season Ticket Loan

We provide interest free season ticket loans for travel to and from work. These loans are then repaid over a maximum of 12 months through monthly salary deductions.

BUPA Dental

We also have a Dogs Trust scheme with BUPA dental, which you can pay for through payroll deductions.