



Benefits Guide

Dogs Trust offers a range of benefits to its employees. Our benefits are outlined below:

Day 1 entitlement

Annual leave:

Annual leave starts at 23 days per year excluding bank holidays. Our leave year runs from January to December and at the start of the leave year following completion of a year's service, annual leave will increase by one day. The annual leave allocation continues to rise annually in January until it reaches the maximum of 26 days.

In addition, there are 8 paid public holidays per annum.

Life Assurance:

Dogs Trust has a life assurance policy which covers all employees in the event of death in service. The cover provides a lump sum benefit of 3 times annual salary to one or more nominated beneficiaries in the event of the employee's death.

Employee Assistance Programme:

Dogs Trust provides access to an Employee Assistance Programme to help support our staff. The service includes a free confidential 24 hour helpline where advice and support can be sought on a range of issues, as well as up to five sessions of confidential counselling.

After 3 months of service

Pension scheme:

Dogs Trust operates a group personal pension scheme with Standard Life. Staff are automatically enrolled after 3 months' service at the minimum employee level of 1.50%. For those who wish to take it up, a salary sacrifice scheme is currently in operation.

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% |

Employees are free to make additional voluntary contributions above 6% of salary; however, our employer contribution is capped at 16%.

On completion of successful probationary period

Discounted Gym Membership:

We have negotiated discounted gym membership with Fitness First which staff may access. Those staff who wish to join pay their membership via a monthly payroll deduction.

Season ticket loan:

We provide interest free season ticket loans for travel to and from work upon successful completion of probation. Loans are repaid over a maximum of 12 months via monthly salary deductions.

BUPA dental:

We also have a Dogs Trust scheme with BUPA dental which is open to all staff. Employees pay for the dental scheme themselves via payroll deduction.

If you wish to enrol into the Bupa Dental scheme or apply for a season ticket loan or discounted gym membership after successfully completing probation, please contact Andrew White in Payroll