



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 22 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 25 days.

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 uses an external company to deliver an Employee Assistance Programme to help support our staff. The service includes access to a free confidential 24 hour helpline where advice and support can be sought on a range of issues.

After 3 months of service

Pension scheme:

Dogs Trust operates a group personal pension scheme. Staff are automatically enrolled after 3 months' service. 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%	14.00%	20.00%

Employees are free to make additional voluntary contributions above 6% of salary; however our employer contribution is capped at 14%.

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

On completion of successful probationary period

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.