

Staff Benefits Summary UK

April 2023



Your Total Rewards package at GAIN





Competitive salaries and financial security - we know how important these are to you and your family.

Compensation

- **Salaries** that match the local market 
- **Annual salary review** based on cost of living in your location
- **Annual Salary increase** based on annual performance review 

Insurances

- **Pension scheme: GAIN**
contributes 7% - you contribute at least 3% 
- **Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Personal accident insurance**
- **Business Travel insurance**

Paid Leave

We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need.

- **37 Paid Holidays** including 8 public holidays, 25 days of annual leave and 4 end of year closure days
- **Enhanced Maternity Leave and Pay provision:** 16 weeks at 90% of your average weekly earning, 8 weeks at 50% of your average weekly earning, 15 weeks at statutory maternity pay and 12 weeks unpaid leave
- 20 days of **Paternity Leave**
- **Family-related emergency leave**, up to 10 days
- **Sick Leave at full pay**, up to 6 weeks

Flexibility

- **Hybrid working:** Combination of working from home and working from the office. Most jobs have an entitlement to work remotely 2 days per week.
- **Flexible working:** When possible, adjusted working hours and/or reduced working hours.

Wellness

We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing.

- **Mental health initiatives**
 - **Counselling service**
 - **Breastfeeding support**
 - **Workplace healthy nutrition**
 - **Global pause and Wellbeing Wednesday**
 - **Covid-19: free vaccination and PCR tests**
 - **Ride to Work Scheme** – save 25 – 39% on a new commuter bike and accessories and spread the cost over 12 months
 - **Eye test/lenses:** £50 every 2 years
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Learning & Development

GAIN is committed to developing and supporting staff through continuous learning that fosters the technical, managerial and leadership skills needed to help us realise our vision of a world without malnutrition.

- **Professional development programme and support** with part-funding for a relevant qualification
- **Study leave**
- **Training and coaching modules**
- **Cross-organisational or cross-regional project work**
- **Secondment opportunities**

