

What we
provide for our
people

PARKINSON'S^{UK}
CHANGE ATTITUDES.
FIND A CURE.
JOIN US.

At Parkinson's UK we understand the importance of work-life balance, wellbeing and having a positive employee experience. We provide benefits that support our people and that enable versatile, creative and inspiring ways of working for a diverse and inclusive culture.

- We operate a **flexi-time** scheme, which allows our employees the flexibility on start and finish times and the ability to take back time you have worked over your normal hours.
- We have a great **annual leave** offer of 25 days, rising by an additional day after two years and then another day after four years' service, taking you to 27 days. We also close over the Christmas and New Year period and this leave doesn't come out of your allowance.
- We support **work-life balance** through the opportunity to request flexible working from the first day of employment. We're also open to various ways of working such as compressed working patterns, part time working and variable working hours.
- We're committed to supporting our people in their personal and professional aspirations and offer **sabbatical leave** for up to six months after 3 years' continuous service.
- We support **families and those with additional personal commitments**. Our policies include paid compassionate, dependents, carers and bereavement leave.
- In support of our people with disabilities or long term health conditions, we support employees by offering **disability related leave** from the first day of employment.

We've created an environment both virtually and physically that fosters our ethos of valuing and supporting each other.

- We partner with **occupational health** and **employee assistance providers** who offer a suite of wellbeing services, supporting our employees through physical or mental health issues and financial difficulties.
- We have qualified members of staff who act as **Mental Health First Aiders** and can provide instant support and signpost to further help when employees are experiencing mental health difficulties.
- We have a number of **affinity groups** that are here and ready for anyone to join. They are a safe and confidential space for colleagues to come together, whether it's to talk through lived experience, to get peer to peer support, or just to talk to others. Our current groups include the Disabled Colleague Network, LGBTQIA+, Menopause group, the Carers Network and Fertility Network.
- Our employees can take advantage of our **UK office** based in London, which is open to both hybrid and remote employees. It offers a great space to work with sit-stand work desks, touch points, collaboration spaces and private working booths. Our meeting rooms are equipped with Google Meet devices that let you easily conduct hybrid video conference calls and collaborate with colleagues and our community, both in person and remotely.
- Colleagues who work remotely are provided with the **equipment** needed to be able to work and collaborate effectively from home and are supported through workstation assessments etc.

- Our employees have the opportunity to get involved in different Parkinson's UK events via our **volunteering opportunities**.
- We understand the importance of new **technology** in driving our strategy forward. We regularly invest in new and modern systems and processes to enable our staff to deliver their roles with ease and support our community, irrespective of whether they're working in the office or remotely.

We want to have an offer that allows us to attract and retain the best possible skills to support our people and our total reward package enables us to do this.

- You'll be eligible and auto-enrolled into a **pension scheme**. You'll be auto-enrolled into our scheme on 3% employees and 6% employers contributions which is a total of 9%.
- We operate an opt-in **salary exchange scheme**, which offers you the ability to exchange part of your gross salary for pension contributions giving you tax and National Insurance savings.
- We offer an enhanced arrangement on the statutory entitlement for **maternity, adoption and shared parental pay**. This is 8 weeks at full pay and 18 weeks at half pay dependent on your qualifying service.
- We offer 2 weeks full **paternity pay**, dependent on your qualifying service.
- We offer an **Interest-free season ticket loan**, which enables you to purchase an advance ticket more cheaply, once or twice a year, and benefit from the savings. You can apply after you're confirmed in post.
- All our staff, volunteers, friends and families will now have access to a **free mortgage advice** service through our new partner Charles Cameron.
- We provide access to several **discount sites**, each providing a range of discounts, benefits and cashback deals to support you with your financial wellbeing. They cover your weekly shop, trips to the cinema and theatre, electronics, clothing and much more.
- We partner with a **Cyclescheme & Ride2work** that enables employees to get tax incentives from cycling to work.
- As part of our **death in service cover**, we'll pay 4 times your salary, if you're aged between 16 and 70, from your first day of employment.
- We offer winter **flu vaccination vouchers** to all our employees.

We have a People Strategy that enables us to motivate, inspire and develop our people. We recognise that it is critical to continually invest in our people's development.

- We're proud to offer many learning opportunities that enhance your knowledge of our community and foster your **career development** and **growth**. This includes role specific training or our all staff learning programme (ACCESS).

- We partner with an external **G-Suite** specialist so that all of our staff have access to the right learning no matter what their level of expertise and experience.
- We offer bespoke in-house led **management development** programmes (EVOLVE & ASPIRE) that equip our managers and aspiring managers with the skills and knowledge to thrive in management positions.
- Our **Welcome Day** enables you to connect with Parkinson's as a condition, our charity, fellow colleagues, and learn how important you are in transforming the lives of those affected by Parkinson's.
- To support any individual learning we offer **interest-free educational loans** and this can be supported with continued learning.
- We host a series of **Equality, Diversity and Inclusion** and **Wellbeing workshops**, often delivered by external speakers. This enables us to develop a more inclusive culture.
- Our colleague-led Lunch and Learn series enable you to gain **new knowledge** about different topics such as healthcare, communications or technology. This also includes us working with people affected by Parkinson's in educating us about their **lived experiences** which is called our speaker series.