

WCMC BENEFITS OF EMPLOYMENT

We are employed by WCMC (UK Registered Charity No. 328044) and work under the collaboration agreement with UNEP. We are not employed by the United Nations.

Effective January 2012, we employ circa 85 people.

Hours of Work: 37 hours per week
Monday – Thursday - 09.00 – 17.30
Friday – 09.00 – 17.00
One hour lunch break daily
Half hour tea break on Wednesday for tea and cakes

Overtime: Not paid unless special circumstances and agreed with Senior Management.
Time off in lieu (Available after approval)

Salary Scales - Effective January 2012:

Grade A	£50,877 - £63,314
Grade B	£40,701 - £54,270
Grade C	£31,657 - £45,224
Grade D	£20,916 - £38,441
Grade E	£16,959 - £22,612
Grade F	£11,752 - £19,221

Benefits:

- Non-contributory life insurance (Death in Service Benefit) equal to lump sum payment of four times salary, from commencement of employment.
- Permanent Health Insurance (Salary Continuance Scheme) after one year's employment up to 75% of salary paid after six months' sickness.
- Non-contributory pension scheme after six months' service of 12% of salary to which employees can contribute further.
- Childcare Voucher Scheme – salary sacrifice.
- Cycle Scheme – Tax free bikes - salary sacrifice.
- 25 days annual holiday, plus 8 days statutory bank holidays.
- Free car parking.
- Free tea / coffee.
- Free French / Spanish / English lessons.
- Yoga lessons (not paid for by the Centre).
- Use of NIAB sports facilities (subject to their fees).

Training: Identified through annual appraisal and provided on case-by-case basis and/or via 'on-the-job' training.