

# UK Centre for Ecology & Hydrology

## Terms and Conditions

### Pay

Terms and conditions that relate to your pay

Annual review of pay rates

Annual non-consolidated award

Developmental pay progression up to a standard pay point.

Opportunity for Exceptional Performance Award above Standard pay Point.

Merit Promotion scheme

Promotion pay increases of 10% or minimum of higher band/advertised range for post.

Responsibility allowance in defined circumstances.

### Benefits

Terms and conditions that relate to your benefits

Defined Contribution pension scheme – 10% employer 5% employee contributions

Long term disability and life cover provisions

Access to Employee Assistance Programme, Occupational Health and Welfare Officers

Lifestyle schemes: discounts portal, eye care services, cycle to work

Flexible working

### Leave

Terms and conditions that govern your leave

27 days' paid annual leave and bank holidays provision

Service related occupational sick pay provision up to a maximum of 3 months full pay and 3 months half pay

Occupational paid leave for maternity, shared parental and adoptive leave. Provision available for unpaid parental leave

A range of paid and unpaid special leave provisions

*Eligibility criteria apply for all*