UKRO
UK RESEARCH OFFICE

Employee Benefits

Childcare Vouchers

We offer a childcare voucher scheme whereby employees can make tax and NI savings on the cost of childcare.

Generous Holiday

We provide 24.5 days annual leave on appointment, rising to 27.5 days after 3 years service;
in addition to public and privilege holidays.

Learning & Development

A minimum of 1% of our salary budget is made available for training and development of employees at all levels. Existing and future managers can enrol on an innovative Management Development Programme

Pay

We pay our employees Treasury negotiated wages. Salaries are reviewed on an annual basis in light of government guidelines, inflation and public sector comparisons. An equal pay review is carried out annually prior to pay negotiations.

Local Benefits

We provide:

Cost of living allowance (COLA)
Accommodation allowance (up to £950 per month)
Relocation expenses (moving costs plus a £1,600 transfer grant)
Medical costs (Belgian health insurance system)

Supporting Diversity

We are committed to equal opportunities in employment and promoting diversity. Our values are published in the relevant policies and Equality Schemes.

Flexible Working

We seek to meet the individual needs of employees and have the following flexible working policies; part-time working; job share; career breaks; generous maternity and paternity benefits; home working.

Pensions

Existing employees have access to a generous final salary scheme. This may also be available to new recruits with previous public sector pension membership; other new recruits have access to a very favourable Defined Benefits scheme

Merit Awards

We offer performance based rewards in the form of salary progression, bonuses and promotion opportunities.