

Employee Benefits – RBG Kew Enterprises

The following benefits apply to RBG Kew Enterprises. For further information on the benefits offered by these organisations please contact us at jobs@kew.org.

Annual leave

Entitlement for staff working a full time standard week (37.5 hours across 5 days) is 26 days, excluding bank holidays, on entry rising to a maximum of 29 days after 5 years service. Entitlement for staff who works a non standard week (e.g. part-time, condensed hours, annualised hours) is calculated in hours on a pro rata basis.

Family Friendly

RBG Kew supports its employees in achieving a work-life balance and we have a range of schemes and policies in place to support well-being and wider needs:

- **Generous and comprehensive family friendly policies:** maternity, paternity and adoption leave, career break.
- **Childcare vouchers:** Salary sacrifice childcare vouchers are part of Kew's flexible benefits package and you could save up to £1,195 per year on childcare vouchers.
- **Simply Health :** Claim back for the cost of everyday healthcare expenses such as eye tests, dental check-ups and physiotherapy. Simply Health also offer advice and counselling via a confidential phone line.
- **Family pass:** Upon completing a year's service, staff members are entitled to a family pass to permit two accompanying adults to enter the grounds of Kew Gardens or Wakehurst Place free of charge.

Pension Benefits

Enterprises offers a Group Personal Pension Scheme through Scottish Life, with an employer contribution of 7.5% salary.

Training & development

We provide comprehensive and continual training throughout your career, across all levels of the organisation.

Season Ticket Loans

An interest free Season Ticket Loan is available for all employees on permanent and fixed term appointments. The loan is paid back via monthly payments deducted from your salary.

Cycle-to-work scheme

The salary sacrifice cycle-to-work scheme is part of Kew's flexible benefits package and gives you the opportunity to purchase a bike for cycling to work at little over half the normal cost.

Payroll giving - tax efficient charitable donations

Payroll giving is part of Kew's flexible benefits package and you could make tax efficient charitable donations direct from your pay.

Free access to museums, galleries and gardens

National museums, galleries and gardens that offer free admission to Kew Enterprises staff members on presentation of a staff pass.

Discount on items purchased in the Kew shops and Restaurants and Cafes

Kew offers a 50% lunch discount across all of its restaurants and 20% discount on retail products.