



season
ticket loan

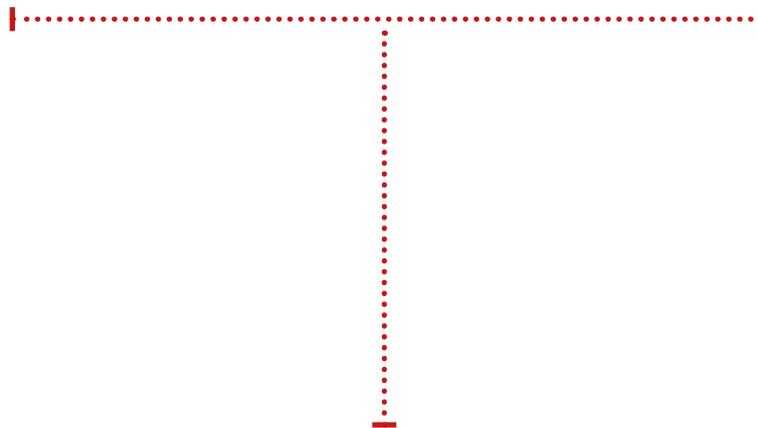
annual quiet day
living wage
emergency and special leave

CONNEXIONAL TEAM

childcare vouchers
health and well-being

BENEFITS

getting to and from work
compassionate leave
enhanced maternity/paternity/adoption pay
pension
removal leave
financial rewards
eye test vouchers



Introduction

Our benefits

The Methodist Council is driven to create a positive working environment for our staff, one that both promotes well-being and provides benefits for staff beyond just their salary.

In this brochure, we'll highlight some of the benefits of joining the team.

Please note that the benefits listed in this booklet may change at any time and these benefits do not form part of your contractual entitlement unless specified in your written statement of terms and conditions.

Location



Getting to and from work

Our main office is situated in the heart of London, close to main bus routes, and a few minutes' walk from Baker Street underground station. This provides multiple travel links via the Jubilee, Bakerloo, Circle, District, Metropolitan and Hammersmith & City Lines, with Paddington, Euston, King's Cross St Pancras, Waterloo and Charing Cross stations around 10 minutes away.

If you prefer to cycle to work, our offices have a bike locking station inside the building and showers with lockers available.



Five minutes away

During your lunch break, or after work, you are five minutes away from a vast selection of shops and restaurants in Marylebone High Street and Oxford Street. Regent's Park is across the road, and a multitude of different attractions, theatres, art galleries, museums and music venues are nearby.

Financial rewards



Pension

Planning for the future? Our excellent defined benefit pension scheme offers an exceptional **24.1%** employer contribution (your contribution is **8%**). There is also the opportunity to make additional voluntary contributions if you wish. The pension scheme also provides permanent health insurance in the case of long-term sickness absence, and a 'death in benefits' policy.

Living Wage

We are a Living Wage employer.



Churches' Mutual Credit Union

Staff are eligible to join the Churches' Mutual Credit Union, who offer a number of financial services and products for Connexional Team members. More information is available [here](#).



Season ticket loan

On completion of your probationary period, you can apply for an interest-free season ticket loan, repaid in monthly instalments from your salary.

Payroll giving

You can choose to contribute to any charity that is important to you through your salary via our Give As You Earn scheme.

Health and well-being

Valuing well-being is a central part of our Shared Values, and something we strive for.

Our dedicated Wellbeing Adviser and Connexional Team Chaplains are available to provide confidential support to staff of all faiths and none.



Annual quiet day

We offer staff the chance to get away from the office for an annual quiet day. This is not just for those seeking time away with God, but for all who would enjoy a time of peaceful reflection and relaxation. This is deemed as a normal working day and it is not taken from your annual leave.



Eye test vouchers

The Methodist Church will pay for your eye test and contribute £50 towards the cost of glasses or contact lenses once every two years.



Enhanced occupational sickness pay

We provide enhanced sickness pay to our staff for extended periods of sickness absence.*

*In line with our sickness policy.

Opportunities to grow



Our staff are the basis of our success and growth. We invest greatly in training and development programmes, be they internal courses or online programmes. We encourage staff* to apply for funding from our centralised training budget, which is available for any course that is relevant to your role and development; whether it's an afternoon conference, a week long course or even a professional qualification.

In addition, you can claim up to five days a year paid study leave, for courses relevant to your work and development.

*On completion of probation.

Away from the office



Flexible working

When you begin work at the Methodist Church you will automatically join our flexi-time scheme, completing timesheets on the HR system.** This ensures that if you work an extra couple of hours on top of your normal hours, you can take these off at a future date.*

It also allows flexibility with the time you start and end work,* to enable you to balance your home life with your time at work.

Moreover, if you are required to work additional hours outside of 8am-6pm, you may be able to utilise our Time Off in Lieu (TOIL) policy to reclaim these hours.*



25 days annual leave

The base annual leave entitlement for staff is 25 days, not including bank holidays and public holidays. This increases to 28 days after 5 years' continuous service, then to 30 days after 10 years.

*As approved by your line manager.

** non-annualised contracts



Christmas office closure

On top of your annual leave entitlement and bank holidays, you will also receive three extra days' leave when the office closes between Christmas and the New Year.



Enhanced Maternity/Paternity/Adoption pay

Ensuring that you are supported in your time away from the office means that we offer enhanced maternity pay, in line with the real living wage and considerably higher than the Trades Union Congress (TUC) governmental recommendations for paternity and adoption pay.



Childcare vouchers

You can purchase childcare vouchers through your monthly salary. These are tax and National Insurance (NI) free, which means you get more value from your pay packet each month.



Removal leave

Moving home? You will be entitled to two days of paid leave every five years.*

Compassionate leave

In the most difficult of circumstances we aim to support you with our compassionate leave policy.*

Emergency and special leave

If you experience an unexpected or sudden incident with a dependant, or a domestic emergency, you are able to utilise our emergency or special leave policy, to take time away from the office to resolve the issue.*



*As approved by your line manager.

** non-annualised contracts