

Reward Insight Report

Providing an overview of your benefits at the NCIs

All benefits are subject to eligibility requirements.



Learning & Development

Staff have access to various support to further their development at NCIs

Sponsored Studies

Support for studies which are required for the role or opportunity to apply for funding to pursue further development opportunities

Professional Membership

Funding for professional membership fees, where required for a role

Study Leave

Maximum of 5 study days may be given to support studies

Pension & Insurance

Pension Contribution



NCIs contribute monthly into your pension, the exact amount is determined by your age

Age*	Contribution
Up to 30	8%
30 – 39	10%
40 – 49	11%
50 – 59	13%
60+	15%

**The contribution rate is determined by your age on 1 January in the calendar year the contributions are paid*



Pension Matching

NCIs will match your additional voluntary contributions (AVC), up to 3%



Retirement Advice

Guidance from Pensions Board and access to discounted external Financial Advisors



Life Cover

Death in service benefit of a lump sum payment up to four times salary



Eye-Care Vouchers

Eligible for eye test voucher (up to £19.95) and one-off contribution of £55 towards glasses for VDU use



Cycle to Work Scheme

Purchase of bike and equipment (up to £2,500) with tax savings



Season Ticket Loan

Cover the cost of travelling to work paid back over 12 months



Vodafone Employee Advantage

Save up to 15% on personal phone, tablet or SIM only plans



XMA Benefits Store

Access to discounted IT equipment including iPhone, laptops, headphones and accessories



Local Discounts

Free entry to Westminster Abbey, 10% off items at Church House Bookshop and access to Department for Education's restaurant



Staff can access additional benefits by joining CSSC Sports & Leisure. This includes discounted gym membership, tastecard, free access to English Heritage sites and Historic Royal Palaces and other savings

Health & Well-being



Employee Assistance Programme

24/7 helpline and online portal to provide support and advice on wellbeing. Access to six face-to-face or telephone counselling sessions



Active Care

Immediate support whilst unable to work due to stress, providing access to a qualified specialist via telephone



Prayer and Worship

Opportunities for those who would like to join in with prayer and worship in our chapels and online



On-site Support

Able to speak to on-site mental health first aiders and union representatives who can provide guidance, support and signposting



Occupational Health

Referral to a team of health professionals to assess medical issues and provide support on rehabilitation and return to work

Financial Support

Free practical financial support and assistance through the 'for you by you' programme and access to savings and borrowing with the Churches' Mutual Credit Union



Leave Provision



Annual Leave

Bands 0-2 = 30 Days

Bands 3-8 = 25 Days

Increases to 27 days after 2 years and 30 days after 5 years

Plus Bank Holidays and 3 additional NCI Days



Family Friendly Policies

Leave to support families including maternity and adoption (up to 39 weeks full pay), paternity (up to 16 weeks full pay) and option for shared parental leave



Charity Leave

5 days paid leave to allow staff to undertake work for a registered charity



Sickness Cover

Eligible to full sick pay up to six months for recovery from illness in a 12-month period



Long Term Sickness Cover

Cover for continuous sickness beyond six months, through income protection payments



Flexible & Hybrid Working

Option of supporting work-life balance through flexible arrangements