

# What are the benefits of working at Monitor?

We offer a generous benefits package to all our employees; key benefits of this package are outlined below.

<b>Performance-related pay:</b>	Pay progression is dependent upon individual performance; we reward outstanding performance with fitting pay.
<b>Contributory pension scheme:</b>	<p>Unless you choose otherwise, you are eligible to join the Civil Service Pension Scheme. This scheme offers flexibility of choice:</p> <p>a) nuvos, which currently has a 3.5% member contribution rate. As your employer, we contribute anywhere between four and seven times as much, depending on your salary level.</p> <p>b) Partnership Pension Account, which is a scheme where we contribute to a stakeholder pension (a form of personal pension). Our contribution varies according to your age and your contribution level (which is optional). We will match your contributions to a maximum of 3% of pensionable earnings.</p> <p>Both schemes have the benefit of a life assurance lump sum. Serving civil servants may continue their existing pension arrangements.</p>
<b>Annual leave:</b>	The current annual leave allowance for permanent, full-time employees is a generous 30 days. In addition, all staff receive 8 days' public holidays, and 2.5 privilege days (to be taken at specified times in the year).
<b>Work-life balance culture:</b>	We believe that employees have the right to balance work and home life. We do not have a long-hours work philosophy and there are flexible working arrangements available for all employees and a culture that fully supports employees who take them up.
<b>Professional development:</b>	We believe that everyone's performance is critical to building a high-performing organisation. Our success is reliant on our most valuable resource: a flexible and knowledgeable workforce. We are fully committed to engaging with all employees to define and deliver learning that relates directly to Monitor's corporate plan. We deliver a comprehensive training and development programme ranging from traditional group courses to individually tailored coaching sessions.
<b>Professional membership fees:</b>	We will pay the full cost of one annual professional membership subscription, where it is a requirement of the job role.
<b>Childcare vouchers:</b>	In conjunction with Busy Bees, the UK's largest childcare provider, we have a flexible way to help meet the costs of childcare. Through this scheme, part of an employee's salary can be given up or 'sacrificed' in exchange for childcare vouchers.
<b>Interest-free season ticket loans:</b>	To ease the burden of lump-sum travel payments, Monitor offers interest-free loans, which are repayable by twelve monthly instalments.
<b>Ride-to-work scheme:</b>	In line with our corporate social responsibility agenda, staff who ride to work can purchase a bicycle out of their pre-tax salary, thereby potentially saving 40% on the overall cost.
<b>Location:</b>	Monitor has a modern and comfortable workplace, in Westminster, which is close to Victoria mainline station, and Westminster and St James's Park Tube stations.