



Working at British Cardiovascular Society

Employee benefits and wellbeing

September 2025





We are committed to creating a workplace where staff can develop their careers and make a real difference.

We have put in place a range of benefits that are included in your remuneration package. These are designed to help you with various aspects of your life, from the serious matters of building up a pension or giving your dependents security in the event of your death, to assistance with everyday living and lots more.

The various benefits are summarised below. You will receive more information as part of your induction process at BCS and we have also provided details of where you can get more information, so please feel free to make use of these.





Financial benefits

We offer competitive salaries

Roles are benchmarked against similar organisations every 3 years and all roles go through a job evaluation process undertaken by our HR dept.

Plan your life after work through our Pension Scheme

You will be auto-enrolled in to the Society's workplace pension scheme on joining. This is a contributory scheme with the Society paying 7% in to your pension on your behalf and your minimum contribution of 1%.

You may also choose to pay additional contributions or enrol in to the salary sacrifice scheme by contacting the Head of Finance for further details and information on how to do so.

Protected with life assurance

This scheme can provide an essential financial support to your family or your dependents. You will be automatically enrolled in to the Society's death in service scheme at no cost to you, which will pay out 2x your basic salary in the event of your death.

Family friendly policies

To support our employees we have a packaged of enhanced pay for statutory entitlements such as sick pay and family friendly leave including maternity, paternity and adoption pay and compassionate and carers leave.

Additional employee discounts available

We offer a range of discounts through Perkbox which offers discounts across many major retailers and products.

Flexible working

Achieving a work life balance is important. We want you to enjoy your work and take valuable time out to relax and be with your loved ones. We enable this through the following:

Hybrid working

Staff are generally expected to come in to the office twice a week on a Tuesday and a Thursday for full-time staff.

Working week

We offer a 35 hour standard working week with staff being able to apply for flexible working hours and compressed hours.

Generous holiday entitlement

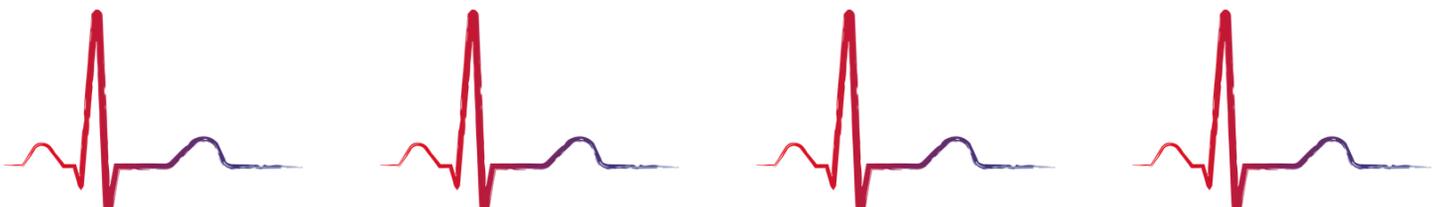
25 days per year, rising to 27 days after 3 years' service and 30 days after 5 years' service.

Time off in lieu

We offer time off in lieu for staff required to work over their usual working week and the option of paid overtime for working at our annual conference.

Religious holidays

We are mindful of individual requests for time off and flexibility around religious holidays and will do our best to accommodate our staff needs.



Wellbeing

Your health and wellbeing is important and we are pleased to provide a range of formal and informal mechanisms to support you:

Employee assistance programme

Free 24/7 confidential service offering unlimited access to advice, information, coaching, and counselling where appropriate.

Eye tests

We will reimburse the cost of an eye test annually for staff and contribute towards the cost of glasses for regular screen users.

Flu vaccinations

We will contribute towards the cost of annual flu vaccinations.

Healthy office

We have fresh fruit in the office and encourage staff to have - and grow - plants in the office.

Mental Health First Aiders

We have a team of fully trained Mental Health First Aiders (MHFA).

Quarterly all staff days

To help foster collaboration and connection, these include workshops and activities to support wellbeing and the embedding of our values.

Wellbeing (continued)

Social and Wellbeing Committee

This group organises in person - and online - social and wellbeing activities regularly.

Annual staff away day

Once a year we bring all staff together for learning and team-building in a fun environment.

Monthly staff meetings

To keep everyone updated on what is going on across the organisation.



Career development

We are committed to supporting your personal growth and development. We offer a range of support including:

Comprehensive induction programme

To help you settle in quickly and get to know BCS and how we work.

Training and development opportunities

We encourage all staff to consider opportunities which may support their growth in role, including externally funded courses, qualifications and coaching where appropriate.

Professional membership

We will cover the costs of professional membership if this is required as part of your role.

Annual appraisals

These regular development conversations with your line manager help review your progress throughout the year.

