

United Kingdom Benefits TBI

ANNUAL LEAVE

We offer 30 days annual leave plus bank holiday, pro-rata dependent on joining date.

BICYCLE STANDS

We offer a safe and secure area to store your equipment.

CYCLE TO WORK SCHEME

The scheme allows you to access a loan of up to £1,000 towards the costs of a bicycle and accessories which is deducted monthly from your gross salary giving you significant tax savings.

ENHANCED MATERNITY AND PATERNITY LEAVE

This covers maternity, paternity, adoption and shared parental leave and is based on length of service.

EYE CARE

We provide access eye to examinations via a prepaid voucher which covers a full eye test and prescription for glasses needed for visual display unit use and beyond.

FLEXIBLE WORKING

We want our staff to be able to effectively balance their work and home life. Everyone has the right to request flexible working after 26 weeks service.

LIFE ASSURANCE

We offer life insurance of 4x your basic annual salary.

LEARNING AND DEVELOPMENT

We offer support towards individual learning and development under 'Learning@TBI'

The Institute has partnered with LinkedIn learning to provide everyone at the institute free access to over 16,000 high-quality courses.

We also work hard to share the wealth of knowledge and experience already within the Institute and use our clout to bring in world-renowned thinkers to share their expertise. We regularly hold informative creative mornings and team-led learning sessions all of which are recorded and added to our learning hub. Loans

We offer interest free loans which are primarily designed to cover your commuter costs (up to £6000 per year) and it can also be used for professionally related expenditure such as capital towards a qualification relevant to your work.

PRAYER AND MEDITATION ROOM

We have a room available onsite for those who wish to pray or meditate.

PENSION

We provide for a pension provision, which TBI will contribute 4% of the employee's earnings, subject to a matched contribution of 4% from the employee into an eligible pension scheme.

SALARY ADVANCES

We offer salary advances after your probationary period, you may request an advance of up to 50 per cent of your monthly salary subject to approval.

STUDY LEAVE

We offer up to 5 days' paid study leave subject to approval.

WELLBEING

TBI offers an Employee Assistance Programme (EAP) to all employees, regardless of where they are based. This is a confidential service offering support across a wide variety of areas both in and out of work.

TBI also offers Thrive is a service which supports health and wellbeing in the workplace; this includes travel vaccinations, occupational health assessments and specialist counselling.