

Our Benefits



Holiday Entitlement

Your holiday entitlement will be 26 days plus public and bank holidays (which includes Christmas Eve for TCV employees). This increases each year up to a maximum of 31 days per year after 5 years service. Part-time employees' entitlements are calculated on a pro-rata basis.

Voluntary Pension Scheme

As a member of our voluntary pension scheme, if you contribute a minimum of 3.5% of your salary, TCV make a contribution equivalent to 5% of your salary into your pension fund.

Tax Free Childcare

You can get up to £500 every 3 months (£2,000 a year) for each of your children to help with the costs of childcare. If you get Tax-Free Childcare, the government will pay £2 for every £8 you pay your childcare provider.

Health Assured – Employee Assistance Programme

The EAP offers a confidential telephone helpline for employees and their families on any issues they feel they need support either in their work or personal lives.

Salary Exchange

The option to exchange part of your gross salary for some non-cash benefits, such as pension contributions, resulting in paying lower Tax and NI.

BUPA Health Cash Plan

You can join at a discounted corporate rate, allowing you and your family to claim back some healthcare costs, such as dental and optical.

Cycle to Work scheme

A 'salary sacrifice' scheme where you agree to give up part of your salary in exchange for a bike and/or accessories. Taken from your gross salary means that you pay less Income Tax and NI.

London Weighting Allowance

A competitive allowance payable in addition to base salary for employees who work in London.

Development Leave

Paid leave (up to a maximum of 5 working days in any holiday year) available to employees who are working on an approved TCV conservation task or development opportunity.

Flexible Working

We recognise the importance of work/life balance and employ a high percentage of part-time workers and operate varied work patterns.

Life Assurance

In the event of your death whilst employed by TCV, your beneficiaries would receive a lump sum equivalent to two times your annual salary.

Living Wage Foundation Employer

We are proud to be part of the Living Wage Foundation and are one of only a small number of UK employers who hold this accreditation.

Employee Recognition

Long Service milestones are recognised and awarded at 5, 10, 15, 20, 25, 30, 35 and 40 etc. years' service. Employee of the Quarter awards and nominations are voted for by all employees and presented at team meetings.