



BENEFITS & REWARDS

for volunteers and employees



NATIONAL
TRUST *for*
SCOTLAND

Volunteers can access a wide range of tangible rewards, as the Trust's way of saying 'thank you' for your time and effort.

VOLUNTEER REWARDS

Volunteer card

Your volunteer card gives you free entry to National Trust for Scotland and National Trust properties, plus a 20% discount on most purchases in National Trust for Scotland retail outlets and a 10% discount on all self-catering holiday accommodation managed by our partner Sykes Holiday Cottages.

Personal development opportunities

- * Access to training courses, both in-house and through our online training provider
- * Access to internally advertised vacancies (up to six months after you finish)
- * The opportunity to develop your CV along with a record of your volunteer involvement
- * The opportunity to formalise your volunteering with a ProjectScotland placement and mentoring

Expenses

Access to volunteer expenses to assist with your travel costs while volunteering

Long Service Awards

Recognition of your volunteering after 3, 5, 10, 15, 25, 30 and 40 years



[nts.org.uk](https://www.nts.org.uk)

Being an employee of the National Trust for Scotland gives you the chance to work in some of Scotland's most special places, and provides access to a wide range of benefits.

EMPLOYEE BENEFITS

Employee card

Your employee card gives free entry to you, any of your children under the age of 18 and one other adult to National Trust for Scotland and National Trust properties, as well as a 20% discount on most purchases in National Trust for Scotland retail outlets.

Supportive policies

Supportive policies to help you balance work and personal life, such as Menopause Guidance and Transitioning at Work Policy.

Pension scheme

We auto-enrol you into the NEST pension, but if you'd like to make a more substantial contribution towards your retirement you can choose to join our group pension scheme.

Holidays

We offer a generous annual holiday entitlement as soon as you start working with the Trust – for a full-time employee, it's 30 days per year plus 7½ days around the festive period.

Protection Benefits

Protection benefits, including a life assurance plan for all staff and an income protection plan after 2 years' service (subject to eligibility criteria).

Training and development

- * Extensive learning and development opportunities to suit all learning styles, eg online and distance learning
- * Accreditation schemes support for external schemes like SVQs, ILM and IOSH
- * If membership of a professional body is relevant to your job, the Trust will reimburse 50% of your annual membership up to a maximum of £250 per year

Offers and staff discounts

- * **Cycle to Work Scheme** – offering excellent discounts on bicycle costs
- * **Up to £50 towards** the cost of your glasses or contact lenses if you need them for work
- * Staff discounts through **Reward Gateway**, our online employee discount scheme – offering a variety of discounts on a wide range of high street retail brands
- * **10% discount** from the rental price (excluding the booking fee and any other ancillary charges) on all **self-catering holiday accommodation** managed by our partner Sykes Holiday Cottages

Independent support services

- * Access to an independent financial adviser
- * Free and confidential **Employee Assistance Programme**, giving unlimited access to a 24-hour telephone helpline
- * Free Mental Health support service **Able Futures** gives advice and guidance from a mental health professional.

Long Service Awards

A three-week paid break from work when you complete 15 and 30 years' continuous service, and life membership of the Trust when you complete 25 years' continuous service.

*For more
information*

Please contact the People team on 07864 914 510
email AskPEA@nts.org.uk

OUR VISION

Nature, beauty and heritage for everyone.

OUR OBJECTIVES

CONSERVATION

Caring for Scotland's special places.

ENGAGEMENT

Providing access and enjoyment for everyone.

SUSTAINABILITY

Being a sustainable charity.

OUR VALUES

VIBRANT

CARING

INCLUSIVE

CURIOUS

BRAVE