
Local Benefits

- Free on-site car parking
- On-site canteen facilities
- Free access to independent counselling support (via MCL Medics)
- Health, safety & welfare support including healthy working lives initiatives
- Free Corporate Headspace Membership
- Social Club
- Credit Union
- Microsoft and Apple discount

Pay

We have a structured grading system and associated salary bands for each grade. Salaries are reviewed annually through negotiation with the Trade Union.

Flexible Working

In addition to the availability of a flexi-time scheme for eligible roles we seek to meet the individual needs of our employees and through our flexible working policy we can offer amended working arrangements including:

- Part-time working
- Self-managed hours
- Blended working

Generous Holidays

We provide 35.5 days holiday (rising to 40.5 days after 4 years' service) some of which is to be used over the Christmas shutdown of the Institute. We also provide a generous carry-over of holidays which enables our employees to have flexibility in holiday planning.

Pensions

For eligible employees there is a pension scheme with a 15% employer contribution. The minimum level of employee contribution is 4%.

All other employees have access to the NEST pension scheme.

Death in Service

Eligible employees receive fully funded membership of a life insurance policy with a benefit of 4 x salary.

Additional Leave

- Career Breaks
- Generous family friendly leave
- Special Volunteering Leave
- Sabbaticals

Learning & Development

We are committed to ensuring our staff receives the training they need in order to succeed. Our Personal Performance and Development Review (PPDR) process identifies learning & development needs.

Salary Sacrifice Schemes

Employees benefit from a saving on tax and national insurance made under salary sacrifice schemes. We offer:

- Cycle to Work Scheme

Supporting Diversity

The James Hutton Group is committed to ensuring equal opportunities in all areas. All individuals will be treated in a fair and equal manner and in accordance with the law regardless of sex, marital status, civil partnership status, gender reassignment, sexual orientation, race, colour, nationality, ethnic origin, national origin, culture, religion, age, or disability.

The Group aims to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

