

Competitive salaries

Ormiston offers competitive salaries with annual cost of living increment where one is awarded.

Employee Training and Development

Ormiston is committed to the professional and career development of its employees. All employees receive a full induction, followed by a range of internal and external learning and development opportunities. Employees receive regular one to one supervision meetings and annual appraisals leading to team and individual training plans.

Pension Scheme

Stakeholder Pension Scheme with up to 9% of gross salary contribution by Ormiston for any employee where they match the level of contribution.

Generous annual leave entitlement

All full time employees are entitled to 25 days annual leave and additional leave is awarded to employees who have completed 5 years' service. Part time employees receive a pro rata allowance according to the number of hours they work per week

Work Life Balance

Ormiston sets high standards of family friendly employment policies and is committed to ensuring employees maintain a good work life balance. The full time working week is 35 hours and all employees have the right to request flexible working hours if they have a child under 6 years old.

Enhanced maternity and adoption pay

Ormiston offers enhanced maternity and adoption pay to employees who have been employed for a minimum of 2 years (at the start of the 11th week before the expected week of childbirth).

Childcare vouchers

Ormiston provides a childcare voucher scheme to all employees regardless of length of service. The vouchers are offered as a "salary sacrifice" which is deducted from monthly salaries. Full support and information is available.

Dependants/Carers/Compassionate leave

All employees, regardless of length of service, are entitled to 2 weeks paid leave to care for children who are sick for whom they are the parent or the primary carer. Employees are entitled to up to 1 week paid leave to care for someone who is sick, other than a child, for whom they are the primary carer.

Ormiston will give sympathetic consideration to situations of hardship or difficulty that might arise and necessitate a request for absence from work on compassionate grounds where an employee suffers bereavement. In such cases employees are entitled to up to 1 week paid leave in any 12 consecutive months.

Part time employees will receive a pro rata entitlement to these leave provisions.

Occupational sick pay scheme

Ormiston operates a generous occupational sick pay scheme, related to length of service.