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You are in the [section Home](#) On this page [Pay](#) [Pension](#) [Benefits](#) First published: 23 October 2019 Last updated: 21 July 2021 Pay New members of staff usually join at the advertised salary of their role. For roles within our pay structure there is a salary increase on the first anniversary of their appointment. Pension Staff are enrolled into a Civil Service pension scheme (auto enrolment). We are an independent body, meaning that our staff are not civil servants. However, if you're joining from the Civil Service, you will be able to remain in the Civil Service pension scheme and transfer with a continuous pensionable service record. Benefits We offer a variety of employee benefits, including: Flexible working as set out in our policies Individual membership to Benenden Health Care services Wellbeing support Family friendly provisions that are more generous than statutory including maternity leave and pay, paternity leave and pay, shared parental leave and pay plus adoption leave and pay Employee learning and development A cycle to work scheme Holiday and flexible working Our employees start on an annual leave entitlement that is higher than the statutory minimum. It also increases with service. Annual leave entitlement on starting employment with the Commission is 27.5 (full time employee) days, plus public holidays, rising with length of service to 30 days. Related content [Find out about accessibility and our website](#) [Find out how to contact us](#) [Read our privacy policy and statements](#)