**Terms and Conditions**

**Surge**

* Eight weeks holiday per annum pro rata (increasing to 10 weeks after completion of first year) & R+R where applicable.
* Pre-departure expenses (medical, visa etc).
* Accomodation in field.
* A defined contribution pension scheme – as a member you will be required to make pension contributions of 7.5% of your gross annual salary following the successful completion of your 6 month probation period. Concern will also contribute on your behalf at a rate of 7.5% of your salary on the completion of probation. Staff who are ineligible to join the pension scheme will receive 7.5% cash in lieu of pension.
* Group Health, Personal Accident and Business Travel Insurance.
* Life Insurance.
* Concern offers enhanced leave policies to its staff including maternity, paternity, adoptive, marriage, exam and study leave.
* Permanent Health Insurance.