



What's in it for you

There's a whole lot more to getting a job than just your pay

The extras that National Grid offers you can make a big difference to your experience, enjoyment and your pocket. Think of them as joining the dots between your work and home life.

Holidays

Work full-time and you'll get 25 paid holidays – this is staff holiday entitlement only. Managers will get 28 plus bank holidays a year on top of eight public/bank holidays. Your entitlement is pro-rated during your first year with us.



Family life

Balance your work and family commitments with benefits that include maternity leave of up to 52 weeks, paternity leave of two weeks and adoption leave of up to 52 weeks. If you're pregnant, you'll also get paid time off to attend ante-natal care. We supplement this generous leave with a range of options for returning to work.

Pension

You'll be eligible to join our YouPlan workplace savings and pension scheme. We 'double-match' your contributions up to 6% of your limit. And you can choose where your contributions are invested from a wide range of available options set by the Trustees.

Share schemes

Enjoy the chance to become a National Grid shareholder through our share schemes - Sharesave and Share Incentive Plan (SIP).

Give as You Earn (GAYE)

GAYE is a payroll deduction scheme that allows you to support charitable organisations from pre-tax earnings. You can choose to donate directly or via a charity account. We pay the admin charges on the charity accounts you set up, so 100% of your donations go to the charities you nominate.

Matched giving

Our matched giving scheme supports your charity fundraising efforts by matching up to £400 of the funds you raise in each financial year.

Educational incentives



Further improve your professional standards with our support for course attendance, course fees, books, examination fees, study leave, examination leave and professional membership fees.

Employee Assistance Programme (EAP)

This confidential service offers you free professional information, help and support.

Personal Accident Insurance

Our Personal Accident Insurance Scheme covers all employees. If a serious accident results in death, the maximum benefit is five times pensionable pay (or a proportion of this for serious accidental bodily injury).

Flexible benefits

Our flexible benefits programme gives you loads of options when it comes to choosing your health, lifestyle and protection benefits. You can select the level of cover that suits your needs and those of your family, and you can change some of the benefits as your circumstances and needs change.

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