

Employee Benefits

Please see below the details of the employee benefits offered to career staff at Herts SU!

LEAVE

Giving you time as needed

- **Annual Leave** – starting at 25 days a year, rising to a maximum of 35 years after each year of service. Plus university close days (approximately 4.5 days) and bank holidays
- **Occupational Sick Pay**
- **Compassionate/Bereavement Leave**
- **Moving Day** – one day per year
- **Study Leave** for recognised study

HEALTH, WELLBEING, INSURANCE & ASSURANCE

Looking after you

- **Life Assurance** – 2 times annual salary
- **Employee Assistance Providers** – Health Assured & HealthHero
- **Gym Discount at Hertfordshire Sports Village** – amounting to a cost of £6 per month (this covers the tax that you would pay, but the membership itself is free)
- **Wellbeing Hour** – all staff are offered an hour a week during work time for a wellbeing activity
- **Eyecare Support** – annual eyecare test and a £50 contribution towards glasses specific for VDU use only. Original receipt must be given to HR to receive the amount of the test and the £50 if applicable

SOCIAL

Perks that bring us all together

- **Buddy Scheme**
- **Christmas Party & Staff Socials**
- **Free Entry and VIP Guest List into The Forum Hertfordshire** – available to employees and one additional guest. Please see the guest list policy for further detail

FINANCIAL

Benefits with monetary value

- **Pension Scheme** - Defined Contribution Scheme with NEST. Company contribution matched to a maximum of 4%
- **Enhanced Maternity & Paternity Pay and Enhanced Shared Parental Leave**
- **Long Service Awards** - 5 years = £50, 10 years = £100, 15 years = £150, 20 years = £200, 25 years = £250
- **Marriage & Birth Gifts** - £50
- **Perkbox** - your pick of amazing company perks, all accessible via an app. This includes store gift vouchers, phone insurance, restaurant discounts, great price cinema tickets and loads more
- **Free Tea/Coffee/Water** (Filtered)

DEVELOPMENT

Supporting your professional development

- **Training and Career Benefits**