

The range of employee benefits offered at Hertfordshire Students' Union

1. Annual Leave - Starting at 25 days a year rising to a maximum of 35 years after each year of service, plus university closed days (approx. 4.5 days) and bank holidays.
2. Pension scheme - Defined Contribution Scheme with NEST. Company contribution matched to a maximum of 4%.
3. Occupational Sick Pay - During probation (no OSP), After probation and to 1 year of service – Full pay for 1 month and half pay for 2 months, during 2nd year of service – full pay for 2 months and then half pay for 2 months, during 3rd year of service – full pay for 4 months and half pay for 4 months, during 5 and 6 years of service – full pay for 5 months and half pay for 5 months, after 5 years of service – full pay for 6 months and half pay for 6 months.
4. Life Assurance - 2 times annual salary.
5. Flexible working policy – Flexible working hours and lieu hours.
6. Childcare vouchers – only applicable to those who have joined the scheme.
7. Compassionate/bereavement leave
8. Moving day – One day per year
9. Study Leave for recognised study
10. Buddy Scheme
11. Training and Career benefits
12. Tea/Coffee/Water (Filtered) – Free
13. Christmas party & staff social budget
14. 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.
15. Enhanced Maternity and Paternity Pay
16. Enhanced Shared Parental Leave
17. Long Service Awards - 5 years - £50, 10 years - £100, 15 years - £150, 20 years - £200, 25 years - £250.
18. Marriage & Birth gifts - £25 from the union.
19. Free entry and VIP Guest List into Forum Hertfordshire for all events for employees and one additional guest. Please see the Guest list policy for further detail.
20. Perkbox – your pick of our amazing company perks. All accessible via an app. That includes phone insurance, restaurant discounts, and great price cinema tickets, plus loads more.

21. Employee Assistance Providers – Health Assured & HealthHero

22. Sports Village Gym Discount – This amounts to a cost of £6 per month tax that you would pay but the membership is free.

23. Wellbeing Hour – All staff get an hour a week during work time, to focus on a wellbeing activity.