

## 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 2<sup>nd</sup> year of service – full pay for 2 months and then half pay for 2 months, during 3<sup>rd</sup> 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 Specsavers eyecare vouchers and a £45 contribution towards glasses specific for VDU use only. Original receipt must be given to HR to receive this amount.**
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 & Validium**
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.

