

# Staff Benefits

## Annual Leave

**Annual Leave:** 25 days per year rising one day per year of service up to five years to a total of 30 days, plus 8 bank holiday days.  
**Total - 33 with a max total - 38**

**Christmas Closure:**  
additional 3 paid days

**Holiday carry over option:**  
up to 5 days to be used in August

## Other leave\*

Death or serious illness of a family member - up to 3 days

Wedding day - 1 day for own or immediate family

Moving House - 1 day

Funeral attendance - 1 day

Sick Dependant - up to 2 days



## Family leave

**Maternity**  
52 weeks - Enhanced Maternity pay  
20 weeks full pay, followed by 19 weeks statutory pay, 13 weeks unpaid option.

**Paternity**  
Two weeks full pay.

**Shared Maternity/Paternity**  
Same pay rates on the same conditions as Maternity Pay.

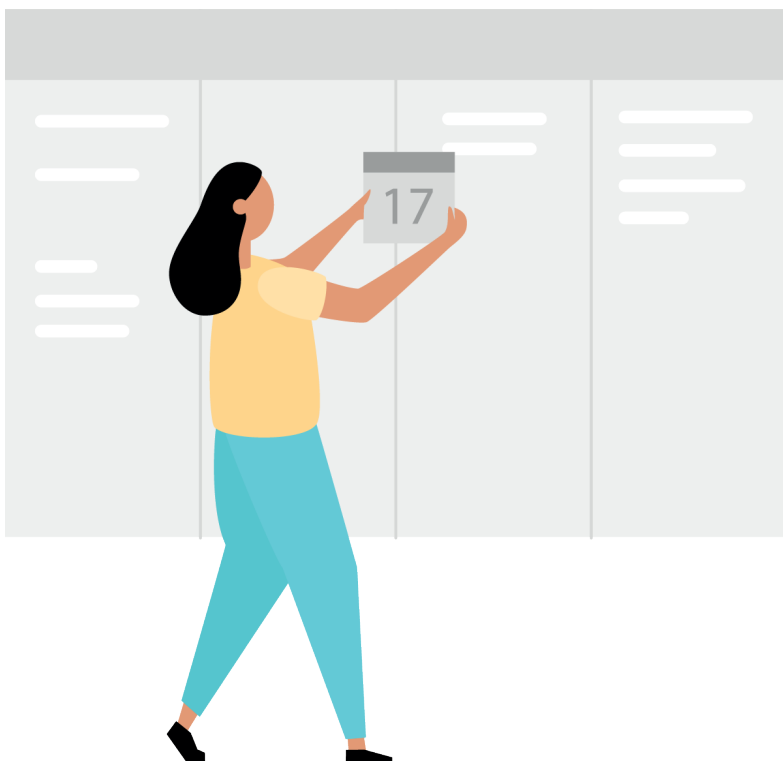
**Adoption**  
20 weeks full, followed by 19 weeks statutory adoption pay.

## Sickness pay\*

**All staff are paid from the first day of sickness.** From two weeks full pay to two months full pay and two months half pay. Dependant on length of service followed by statutory allowance.

## Pension

Employee contribution: 5–7%  
Employer contribution: 4–6%



\*Options for CEO and Trustees to extend case by case.

## Miscellaneous Benefits

### Parking permit loan

GSU pays for the full loan after probation, staff pay back without interest.

### Travel loan

GSU pays for the full loan after probation, staff pay back without interest.

### Eye test and contribution to lenses

GSU pays for eye test and gives a contribution to lens prescription.

### Insurance – death in service

GSU has cover for all career staff members – three years' salary paid.

### Training and staff days

Training opportunities are provided for all staff and GSU has regular staff days promoting a sense of community, achievement and growth.

### Flexible working

Permission can be given if a reasonable case is made.

### Insights profile

Staff are able to take an Insights Discovery Profile evaluator and get a personalised report.

### Employee Assistance Programme (EAP)

Staff have access to Well Online - a comprehensive wellbeing resource, offering information, advice and confidential support.



## Additional Staff Benefits in the office\*

- ◆ Free large soft drinks (post mix) in the Lower Deck.
- ◆ Student prices on hot drinks in Change and Village Shop.
- ◆ Student prices in Lower Deck on all applicable menu items.
- ◆ Free venue hire at the Lower Deck.
- ◆ Tea, coffee and milk in offices.

\*All staff benefits are subject to changes within the Commercial department.