

STAFF BENEFITS

Worcester Students' Union offers the following benefits to its employees:

37 days leave:

- 25 days annual leave
- 8 bank holidays
- 4 discretionary days (3 at Christmas and 1 at Easter)
- The above is pro-rata'd for part time staff

Special/Other leave:

The Union has this suite of policies to align with our Equality, Diversity, and Inclusion policy and values. They are aimed at assisting employees in balancing their work life with their private life and/or public duties. Whilst we are a small organisation, we endeavour to go above minimum statutory obligations where possible.

Some of the special leave policies:

- Dependents leave
- Time off for medical appointments
- Compassionate leave
- Time off for public duties
- Religious observance
- Carers' leave
- Study and examination leave
- Gender reassignment
- Time off fertility treatment

Birthday leave

- Each staff member receives one day of paid leave on their birthday (or as close to as practically possible) in addition to their existing annual leave entitlement.

Volunteering hours

- Staff are entitled to 20 hours of paid volunteering leave per calendar year.
- Can be taken as half days, full days or a complete block, subject to prior approval of the line manager.
- Volunteering activities must be for a registered charity, community organisation, or student-related initiative.

Pension scheme

- Currently 6% employer and 6% employee contributions via the Aegon pension scheme.
- For further details please speak to the Finance team.

Group Life insurance (via Canada Life)

- All core staff receive automatic cover from the first day of employment.
- No requirement for medicals to be undertaken.
- Life cover of five times salary for death in service benefit.
- Bereavement Counselling Helpline.
- Probate Helpline.
- For further details please speak to the Finance team.

WeCare (via Canada Life)

- Health and wellbeing app, with a 24/7 UK-based online GP, mental health helpline and counselling, a get fit programme and more.
- Further details can be found at:
<https://www.canadalife.co.uk/workplace-protection/support-services/wecare/>

Car Parking

- Access to discounted car parking on-site, price varies dependent upon salary (average less than 50p per day)
- Annual fee deducted from salary on a monthly basis.

Worcester BID card

- A range of discounts on eating out, shopping and leisure.
- For further details please speak to the Finance team.

Free sight test

- Staff are eligible to a free sight test every two years.
- Please keep your sight test receipt and complete an expense claim form (available from the Finance team).
- For further details please see the Health and Safety policy (section 6).

NUS Totum card

- Staff can purchase a Totum discount card which gives access to hundreds of discounts.
- Further information is available at <https://www.totum.com/>

Ad hoc staff activities

- Staff wellbeing and social activities arranged on an ad-hoc basis.

We recognise that we are an organisation that is dependent on people, and that they have lives outside of work. We encourage our staff to prioritise their wellbeing and talk to their line managers about this and their work-life balance.

UNIVERSITY BENEFITS AND FACILITIES AVAILABLE TO SU STAFF

Employee Assistance Programme

- PAM Assist is a free and confidential support service offered via the University of Worcester, that is available to you 24 hours a day, any day of the year.
- For further details and how to access please visit:
<https://www2.worc.ac.uk/personnel/658.htm>

Vivup Employee Benefits Platform

- Instant and ongoing lifestyle savings and discounts.
- Further details can be found on the University's MyDay benefits webpage.

Gym facilities

- Fitness Studio at Riverside Campus for staff and students.
 - Monthly membership.
 - Further details can be found at:
<https://www.worcester.ac.uk/about/academic-schools/school-of-sport-and-exercise-science/sport-and-exercise-science-facilities/riverside-centre/home.aspx>
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