
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 and 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 and other leave policies:

- Dependents leave
- Time off for Medical Appointments
- Compassionate leave
- Time off for public duties
- Religious Observance
- Carer's leave
- Study and examination leave
- Gender reassignment
- Time off fertility treatment

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.

Toothfairy (via Canada Life)

- Dental app that provides advice and guidance from real UK dentists.
 - For further details please speak to the Finance team.
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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 (monthly) basis.

EdenRed discount scheme

- A range of discounts on eating out, shopping and leisure.
- The finance team will send you an invitation to join the scheme.

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/>
- Nika will send you details of how to purchase a card.

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 Program

- 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>

Woo Bike Share scheme

- Annual membership fee of £45
- Hire pedal bikes and electric bikes at no extra cost
- Further details can be found at:
<https://www.worcester.ac.uk/about/sustainability/what-we-do/transport-and-travel/bike-share.aspx>

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>