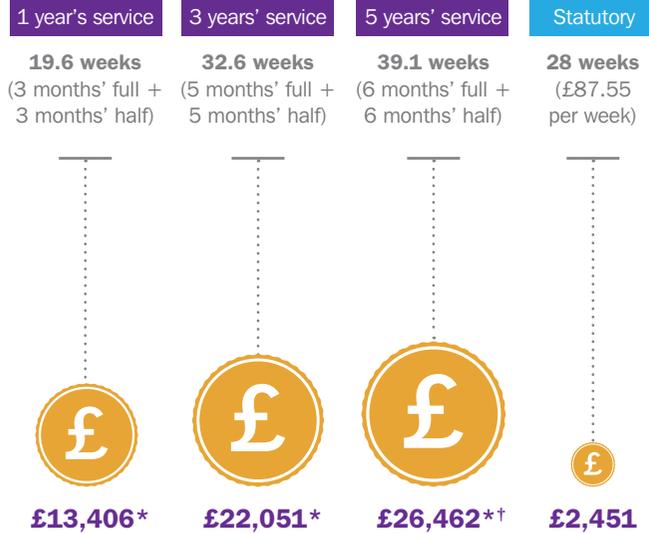


# Benefits of working in HE (1)

## Wellbeing

### SICKNESS PAY ENTITLEMENT

The typical rate of sick pay entitlement (in full-time weeks) provided in the HE sector (usually increasing with years of service) far exceeds UK statutory sick pay.



\*Based on a full-time median average HE salary in 2014 of £35,283 per year/£2,940.25 per month

†87.2% of HE institutions offer sick pay equivalent to 9 months' full pay (6 months' full + 6 months' half pay), after 5 or less years of service.

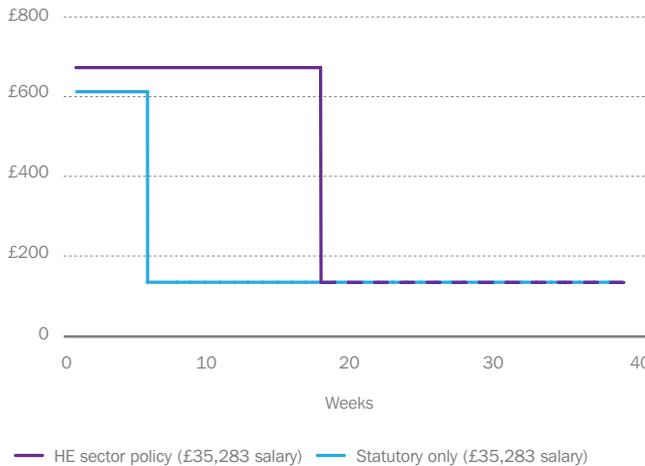
Sources: UCEA and DWP

## Family friendly

### MATERNITY PAY

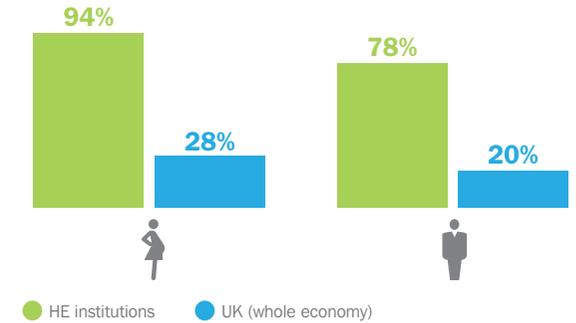
The most common HE maternity practice is an entitlement to 18 weeks of maternity leave at full pay followed by 21 weeks at statutory maternity pay (SMP). The UK statutory entitlement is 6 weeks at 90% of full-pay followed by SMP. A new shared parental leave and pay entitlement is now in force.

### Maternity pay in HE compared to statutory

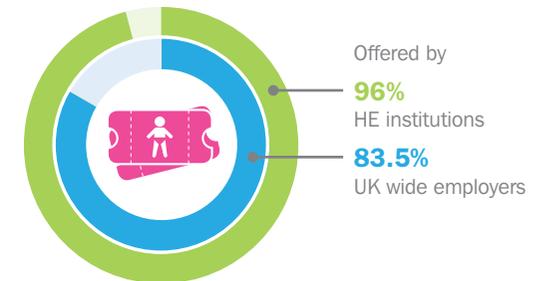


Sources: UCEA, ONS, XpertHR, XpertHR benefits and allowances survey 2014 and Workplace Employment Relations Study (WERS) 2011

Proportion of employers offering maternity/paternity pay above the statutory entitlement



### CHILDCARE VOUCHERS



### HOLIDAY ENTITLEMENT

The median number of annual leave entitlement in HE is 30 days (excluding bank holidays and closure days). XpertHR's 2013 annual leave survey of the wider UK economy found that the median annual leave entitlement was 25 days.



Sources: UCEA and XpertHR