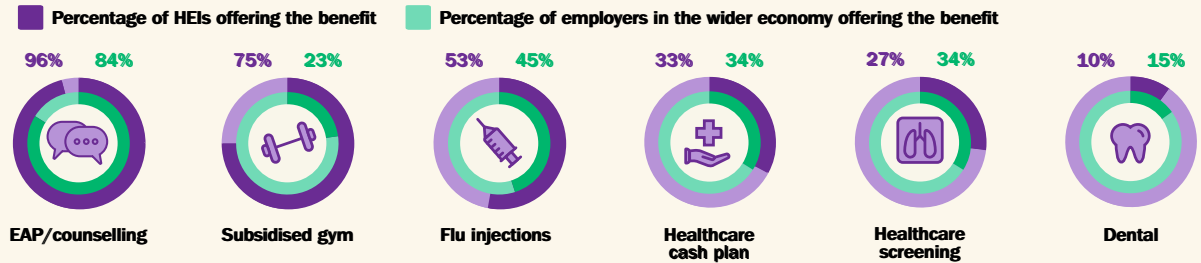


## Health and wellbeing

- Nearly all HEIs offer staff an employee assistance programme/counselling.<sup>1</sup>
- Three quarters offer access to a subsidised gym as compared to a quarter of employers in other sectors.<sup>2</sup>
- Half offer flu injections, a third offer healthcare cash plans, and a quarter offer healthcare screenings. This aligns with employers in the wider economy.

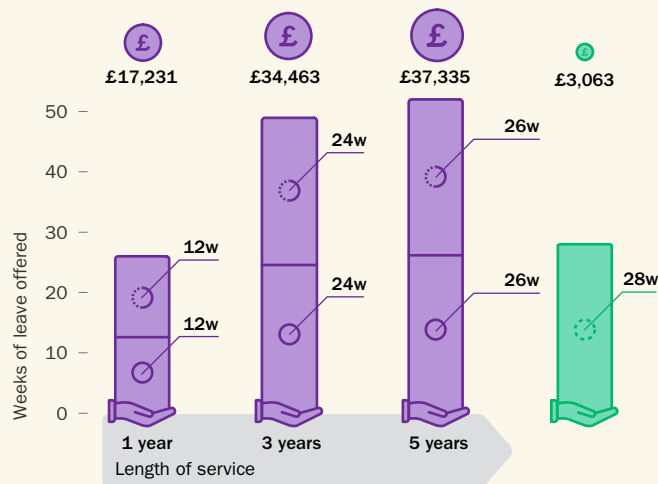
1. [UCEA's Benefits of Working in HE report](#)

2. [2023 XpertHR Benefits and Allowances survey](#)



## Sick pay

- Weeks at full pay
- Weeks at half pay
- Weeks at statutory pay
- Higher education
- Statutory policy
- £ Pay



- After a year's service, HEIs offer their staff 12 weeks of sick leave at full pay and 12 weeks at half pay at the median.<sup>1</sup>
- HEIs offer staff with five years' service 26 weeks at full pay and 26 weeks at half pay after five years' service at the median.<sup>1</sup>
- This paid leave has a value of £37,335. This value is based on an HE median gross weekly pay of £957.30.<sup>2</sup>
- Statutory sick pay is £109.40 per week for 28 weeks.<sup>3</sup>

1. [UCEA's Benefits of Working in HE report](#)

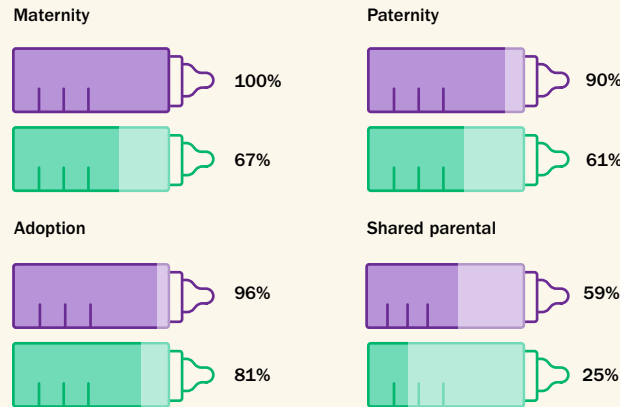
2. [ONS Annual Survey of Hours and Earnings 2023](#)

3. [Statutory Sick Pay](#)

## Family leave (paid)

- Higher education
- Other sectors

Percentage of sector offering parental leave schemes which are more generous than the statutory rate.



- All HE employers offer maternity pay/leave that is more generous than the statutory rate<sup>1</sup> as compared to 67% of employers in other sectors.<sup>2</sup>
- Higher education is more likely than other sectors to offer paternity, adoption and shared parental leave policies that are more generous than statutory policies.<sup>3</sup>

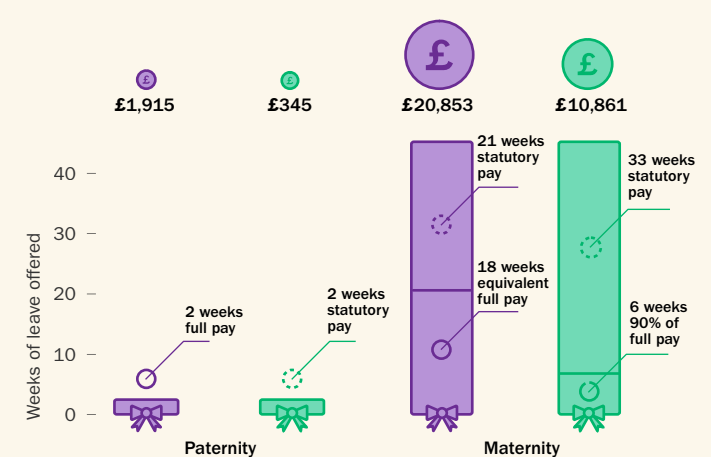
1. [UCEA's Benefits of Working in HE report](#)

2. [2021 XpertHR Maternity leave and pay survey](#)

3. [2021 XpertHR Paternity and shared parental leave and pay survey](#)

## Family leave pay

- Weeks at full pay
- Weeks at statutory pay
- Weeks at 90% of full pay
- Median policy in higher education
- Statutory policy



- Statutory maternity leave offers 6 weeks of leave at 90% of full pay and then 33 weeks at £172.48 per week.<sup>1</sup>
- The median maternity policy across HEIs offers the equivalent of 18 weeks of maternity leave at full pay and statutory pay offered for the remaining 21 weeks to make a total of 39 weeks of leave.<sup>2</sup>
- Based on a median gross weekly pay of £957.30, maternity leave in HE represents a value of £20,853.<sup>1,2,3</sup>
- Statutory maternity leave represents approx half that amount at £10,861.
- HEIs offer two weeks paternity leave at full pay at the median (£1,915) compared with up to two weeks statutory (£345).

1. [Maternity pay and leave](#)

2. [UCEA's Benefits of Working in HE report](#)

3. [ONS Annual Survey of Hours and Earnings 2023](#)