

# Benefits of working in HE

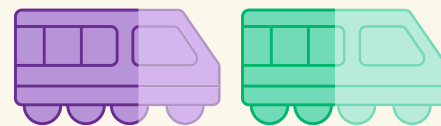
## Travel schemes

- HEIs are more likely to offer travel schemes than employers in other sectors.<sup>1</sup>
- Almost all HEIs offer cycle-to-work schemes, as compared with half of employers in the wider economy.<sup>2</sup>
- Similarly, almost two-thirds of employers offer season-ticket loans in HE as compared to less than half elsewhere. A third of HEIs offer subsidised/free bus or train travel as compared to a tenth of employers elsewhere.

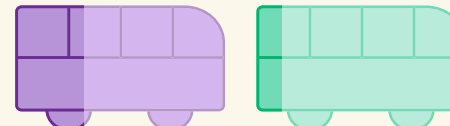
- Higher education
- Other sectors

Percentage of the sector offering travel schemes

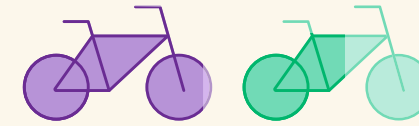
Season ticket loan (typically interest-free)



Free or subsidised buses



Cycle to work



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

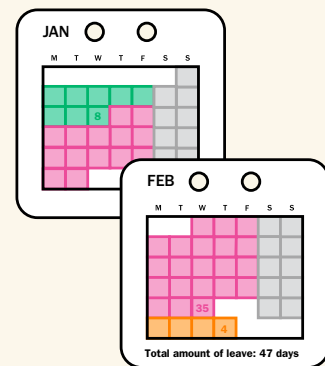
2. [2023 XpertHR Benefits and Allowances survey](#)

## Annual leave

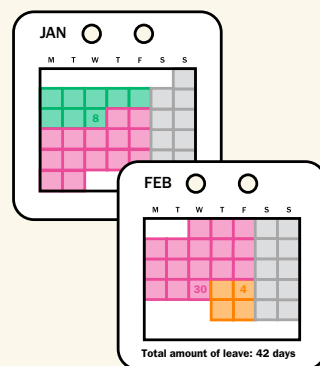
- Annual leave is more generous in HE than in other sectors.
- Excluding bank holidays (8 days) and annual closures (4 days), academic staff have 35 days of annual leave and professional services staff have 30 days at the median.<sup>1</sup>
- Other sectors typically offer their staff 25 days of leave<sup>2</sup> excluding Bank Holidays.
- The statutory annual leave entitlement is 20 days excluding Bank Holidays.

- Bank holidays
- Leave entitlement
- HEI closures
- Weekends

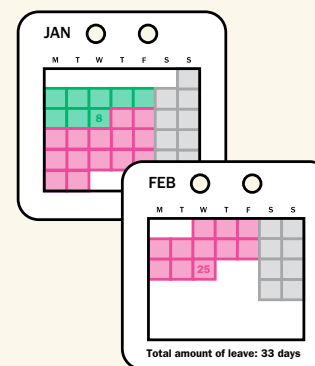
Academics, higher education



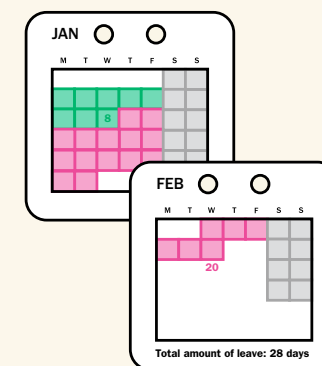
Professional services, higher education



Other sectors



Statutory rate



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

2. [2019 XpertHR Benefits and Allowances survey](#)

## Flexible working

- Nine out of ten HE employers offer flexibility in how and when work is carried out. This includes hybrid working and term-time working.<sup>1</sup>
- In the wider economy, only three fifths of employers offer hybrid working, half offer part-time working and less than a fifth offer term time working.<sup>2</sup>
- Four fifths of HE employers offer job sharing and compressed hours, compared with around a fifth of employers in the wider economy.<sup>1,2</sup>

- Percentage of HEIs offering the benefit
- Other sectors

100% 51%



Part-time working

92% 24%



Compressed hours

87% 22%



Job sharing

89% 16%



Term-time working

97% 62%



Hybrid

52% 33%



Flexitime

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

2. [CIPD Flexible and hybrid working practices in 2023 report](#)