

# Benefits of working in HE

## Travel schemes

- HEIs are more likely to offer travel schemes than employers in other sectors.
- Two thirds of HEIs offer season-ticket loans as compared to around half of employers in other UK sectors.<sup>1,2</sup>
- Half of HEIs offer subsidised/free buses to staff as compared to a tenth of employers elsewhere. Almost all HEIs offer cycle-to-work schemes as compared to half of employers elsewhere.

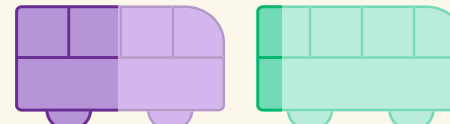
- Higher education
- Other sectors

Percentage of the sector offering travel schemes

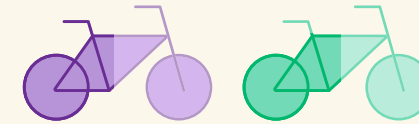
Season ticket loan (typically interest-free)



Free or subsidised buses



Cycle to work



1. UCEA's Benefits of Working in HE report

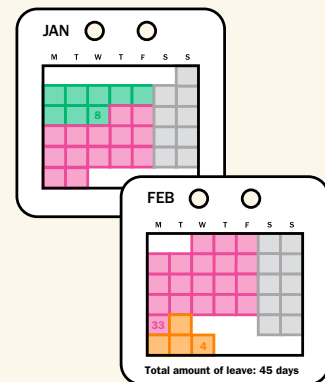
2. 2022 CIPD Reward Management Survey

## Annual leave

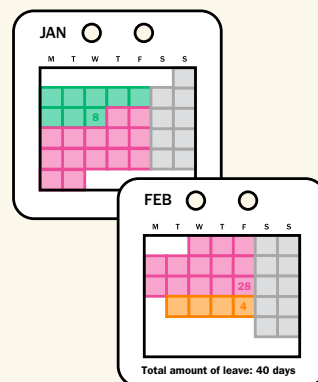
- Annual leave is more generous in higher education than in other sectors.
- Excluding bank holidays (8 days) and annual closures (4 days), academic staff have 33 days of annual leave and professional services staff have 26.5 days at the median.<sup>1</sup>
- Other sectors typically offer their staff 25 days of leave<sup>2</sup> and the statutory entitlement is 20 days.

- Bank holidays
- Leave entitlement
- HEI closures
- Weekends

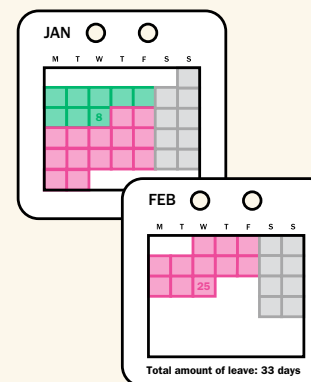
Academics, higher education



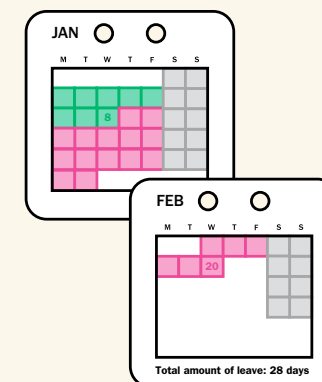
Professional services, higher education



Other sectors



Statutory rate



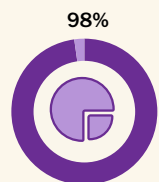
1. UCEA's Benefits of Working in HE report

2. Annual leave: XpertHR survey 2019

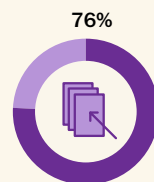
## Flexible working

- Nearly all HEIs offer part-time working for staff and a majority of HE employers offer compressed hours, job sharing schemes and term-time working.<sup>1</sup>

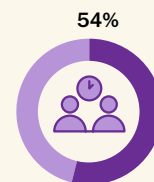
Percentage of HEIs offering the benefit



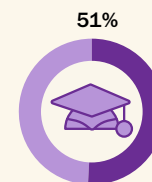
Part-time working



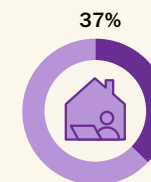
Compressed hours



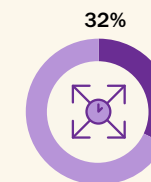
Jobs sharing



Term-time working



Home-working



Flexitime

1. UCEA's Benefits of Working in HE report