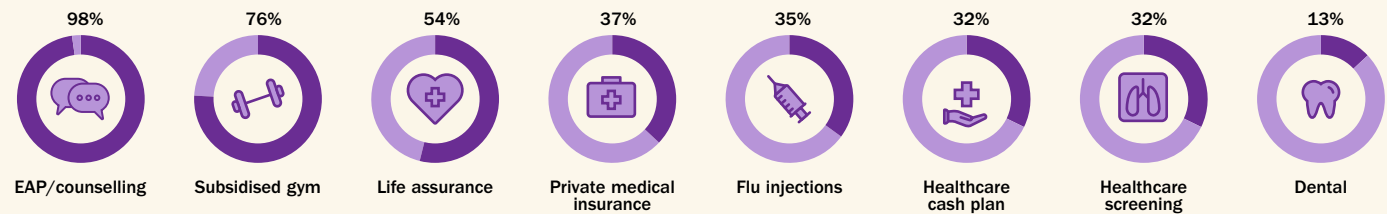


Health and wellbeing

- Nearly all HEIs offer staff an employee assistance programme/counselling.
- Three quarters offer access to a subsidised gym, half offer life assurance.
- Around a third offer private medical insurance, flu injections and healthcare screenings.¹

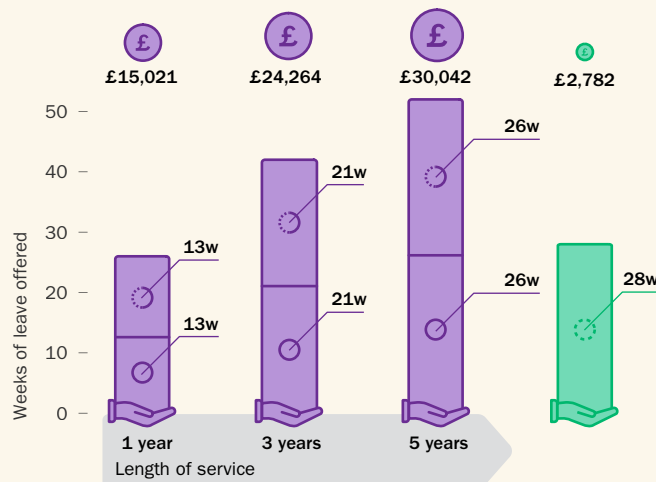
1. UCEA's Benefits of Working in HE report

Percentage of HEIs offering the benefit



Sick pay

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



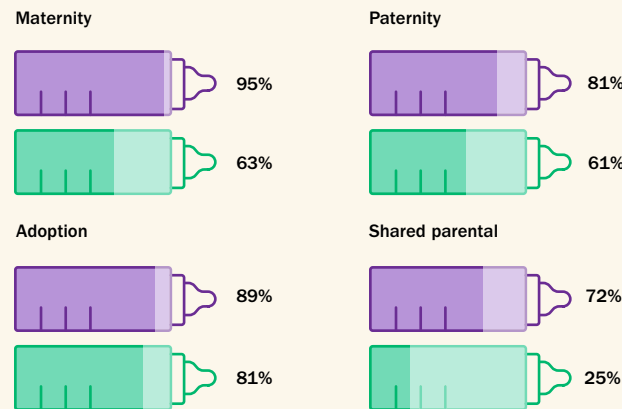
- After a year's service, HEIs offer their staff 13 weeks of sick leave at full pay and 13 weeks at half pay.¹
- HEIs offer staff with five years' service 26 weeks at full pay and 26 weeks at half pay after five years' service.
- This paid leave has a value of £30,042,² the value of parental pay is based on higher education median gross weekly pay of £770.30.
- Sick leave given at full and half pay compares favourably with statutory sick pay which is £99.35 per week for 28 weeks.³

1. UCEA's Benefits of Working in HE report
 2. From the ONS Annual Survey of Hours and Earnings 2021
 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.

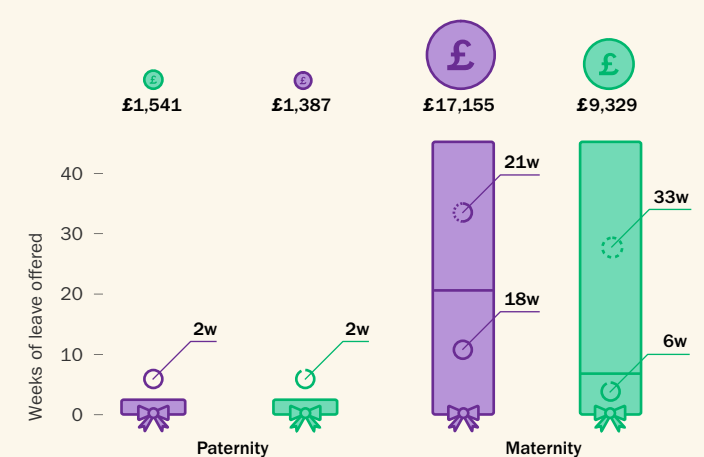


- 95% of HEIs offer maternity pay/leave that is more generous than the statutory rate¹ as compared to 63% of employers in other sectors.²
- Higher education is more likely than other sectors to offer paternity, adoption and shared parental leave policies that are more generous than statutory policies.³

1. UCEA's Benefits of Working in HE report
 2. Maternity leave and pay: XpertHR survey 2021
 3. Paternity and shared parental leave and pay: XpertHR survey 2021

Family leave pay

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



- At the median, higher education employers offer maternity, adoption and shared parental pay that has a value of £17,155.^{1,2}
- This represents twice the total value of statutory pay (£9,329).
- HEIs typically offer 18 weeks of maternity leave at full pay and 21 weeks at half pay, as compared to the statutory entitlement which offers 6 weeks at 90% of full pay and then 33 weeks at £156.66 per week.
- Only two-fifths of employers outside of HE offer six weeks or more of maternity leave at full pay.³

1. UCEA's Benefits of Working in HE report
 2. The value of parental pay is based on higher education median gross weekly pay of £770.30 from the ONS Annual Survey of Hours and Earnings 2021
 3. Maternity leave and pay: XpertHR survey 2021