Employee benefits

Working at the University of Birmingham brings many benefits, from generous holiday leave, to reward and recognition.

- Pensions (#Pensions)
- Holidays and flexible working (#Holidays)
- Support for staff with families (#families)
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- Employee schemes and discounts (/staff/why-work-here/benefits/index.aspx#discounts)
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Pensions

The University offers pensions tailored to meet the needs of its staff. Further information about the pension schemes offered by the University can be found by visiting the **Pensions page (/staff/why-work-here/benefits/pensions.aspx)** .

Holidays and flexible working

Holiday entitlement for support, administrative and other related staff is a generous 40 days off a year, made up of 25 days annual holiday, **seven closed days, and eight bank holidays (/staff/why-work-here/benefits/closed-days.aspx)** . For part-time staff, holidays are calculated pro rata.

There are no specified periods of holiday laid down for our academic staff. However, holidays must be taken in consultation with the appropriate Head of School and normally in accordance with University practice, which requires days off to be taken outside term time.

Study leave for academic staff

Academic staff are entitled to apply for study leave, allowing them the opportunity to develop research or teaching activities for the benefit of the University as well as for their own personal development. Typically one semester's study leave is granted after three years' teaching at the University.

Support for staff with families

The University offers a range of benefits to help you achieve a better balance between your family and work responsibilities. We run a flexible working scheme with options including part-time work, job sharing, term-time only working, flexi-time and compressed hours. We provide discounts on childcare and have two day nurseries and a holiday club on or near campus. We also offer maternity, paternity and adoption leave as well as 13 weeks parental leave for those with children under five. **See information on our nurseries (/staff/why-work-here/facilities/nurseries/nursery.aspx)** .

Training and development

Our staff can benefit from a number of personal and professional development courses and IT courses. We also have a mentoring and coaching scheme, offer special training for managers and run courses for staff involved in teaching students.

Media Skills

The University **press office (/news/contacts/index.aspx)** offers media training for academics who are called upon as regular commentators in news and current affairs programmes. Through **Ideas Lab (/news/producers/index.aspx)** members of staff also have access to experts to help them build a media profile, gain television presenting skills and put forward ideas for radio and television documentaries which are rooted in their research.

Public Engagement

The University has a number of channels to help all academic researchers maximise the relevance, communication and impact of their work. These range from cross-campus events such as the annual **Community Day (/community/communityday/index.aspx)** and Arts & Science Festival, to flexible internal funding to enable researchers to be creative in their individual engagement approaches.

Employee schemes and discounts

Medical

If you join us, you'll have the opportunity to join private medical and dental schemes such as the National Dental Plan, the Universities and Colleges Personal Healthcare Scheme and the BHSF health cash plan, at preferential rates. If you work at a computer, you may also be entitled to a free eye test and help towards the cost of glasses.

Retail

Our staff can benefit from a number of offers and discounts on purchases including driving lessons, Costco membership, insurance, the NUS Extra card, and bicycle equipment.

Travel

As part of our sustainable action plan, we offer a range of travel discounts and actively encourage the use of public transport. If you use public transport to travel to work, the University will buy a West Midlands Travel or Centro annual season ticket on your behalf, and recover the cost through deductions in your pay, from which you can make a considerable saving.

The University is keen to encourage people to cycle to work, and we offer a range of benefits and special offers for cyclists through our partnership with Cyclescheme.

Advice and support services

We want to support our staff so they are happy and healthy. Our Employee Advice and Support Services team offers a range of confidential services including an advice and listening service, disability and additional needs service, harassment advisers and mediation. We are also the only university with a Citizens Advice Bureau onsite.

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