

LIBERTY

STAFF BENEFITS

ANNUAL LEAVE

- 26 days annual leave + bank holidays*
- Discretionary leave between Christmas and new year
- Option to carry forward 6 days annual leave per year*

WORK LIFE BALANCE

- Supportive of flexible working, compressed hours and job shares
- Hybrid working between home and office available to all staff
- Full time hours is 35 hours per week
- Compassionate leave
- Free confidential counselling through Employee Assistance Programme
- Enhanced occupational sick pay
- Career break

FAMILY FRIENDLY

- In addition to statutory entitlements, enhanced family leave pay for qualifying colleagues
- Emergency leave
- Flexible working

PENSION SCHEME

- Generous employer pension contributions: 3% employee contribution receives a 5% employer contribution

EMPLOYEE EXPERIENCE

- Colleague Affinity Groups, such as LGBTQIA+, Staff of Colour and Disability groups
- Liberty lunch learning events
- Active and supportive Union – all colleagues encouraged to join
- Regular all staff and team colleague socials and away days

INTEREST FREE LOAN & REIMBURSEMENTS

- Tech and cycling scheme
- Travel loan
- Hardship loan
- Provision of work from home office kit
- Cost of eye test plus money towards lenses and glasses
- Cost of flu jab
- Perks at Work discounts
- Wellbeing discounts

** pro rata for part time staff*

More details on staff benefits listed herewith can be found in the [Liberty Staff Handbook](#) and [HR Policies](#).