

# LIBERTY

## STAFF BENEFITS

### ANNUAL LEAVE

- 29 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](#).