



# NATIONAL GALLERY BENEFITS

April 2026

THE  
NATIONAL  
GALLERY

## Civil Service Pension Scheme



- Occupational defined benefit scheme (Civil Service Alpha, details available through the Civil Service website); transfer from another Civil Service employer with an existing scheme (e.g., Classic) will be recognised.
- Employer contribution rate is currently 28.97%.

## Annual Leave



Annual leave entitlement of 26.5 days pro rata (inc. Public and privilege holidays), rising to 31.5 days (inclusive) at five years' service.

## Holiday Trading



- We offer two holiday trading windows each year, where employees have the opportunity to purchase or sell leave during the year.
- Employees are also allowed to carry over up to 5 days (pro-rated for part-time employees) of leave each annual leave year.

## Gallery Related Benefits



- Employee discount in the Gallery's retail and catering outlets
- Free tickets to Gallery exhibitions, up to four to share with friends and family.
- Participation in the reciprocal arrangement between cultural institutions for free entry.
- Employees may visit the Main Gallery Floor to view the Permanent Collection between 9.00 and 10.00am

## Give As You Earn



Give As You Earn is a simple, tax-effective way to give to charity. By supporting your favourite charity direct from the payroll, you ensure that your donation is tax-free.

## Season Ticket Loan



Offering of an interest free season ticket loan to be repaid through your salary.

## Cycle to Work Scheme



Our current Cycle to Work scheme offers a loan of up to £2,000 for a purchase of a bike and all equipment.

## Onsite Catering



A subsidised employee café is situated in the Gallery offices.

## Free Tea and Coffee



Free tea, coffee and hot chocolate is provided for employees on site.

## Coffee Roulette



This is a chance to get to know different colleagues from different teams while having a free coffee and cake from our staff café.

## Free Fruit



Free fruit is provided onsite.

## Free Menstruation Products



Free menstruation products are available in staff toilets.

## Mental Health First Aiders



A cohort of volunteer staff have been trained and accredited to become our Mental Health First Aiders. The details of those who have been trained and are contactable are on SharePoint.

## London Discounts



- We have reached out to local businesses in the area, across a range of restaurants, bars & pubs, salons, gyms and shops.
- A number of these have offered discounts for Gallery staff.
- You can find details of all of these on the HR SharePoint news site.

## Family Leave



- The Gallery offers an enhanced maternity pay offering.
- Fully paid 6-week paternity leave policy.

## Bubble for Work



- A provision of some paid for hours towards childcare (such as babysitting and holiday clubs), eldercare and pet care, with no booking fees.
- Monthly working parent club events
- Workplace events to support working parents.

## Interest-Free Loan for Deposit



We offer an interest-free loan for employees who need to provide a deposit as part of a rental agreement.

## Health and Wellbeing

A provision for healthcare cover is provided which includes:



- 7-day access to a virtual GP
- Dental treatments, health screening and specialist consultations
- An app which allows you assess skin spots and moles for the most common types of skin cancer.
- Dependent children under the age of 23 are also covered for most of the plan.
- Discounted gym membership at over 3,000 health clubs and retailer discounts and much more!

## Employee Assistance Programme



This is an accessible service 24/7 which includes the provision of support via phone, online and up to 8 free counselling sessions, on a number of issues.