



Employee Benefits

May 2024

NG200

THE
NATIONAL
GALLERY

Annual Leave



Annual leave entitlement begins at 26.5 days pro rata plus bank 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 (35 hours) of leave each annual leave year.

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!

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.

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.

Mental Health First Aiders



A cohort of volunteer staff have been trained and accredited to become our Mental Health First Aiders

Family Leave



- The Gallery offers an enhanced maternity pay offering.
- Fully paid 4-week paternity leave policy.

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%.

Exclusive National Gallery Related Benefits



- 25% 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 to exhibitions.
- Employees may visit the Main Gallery Floor to view the Permanent Collection between 9 and 10am

Onsite Catering



A subsidised employee café is situated in the Gallery offices offering a variety of delicious hot and cold meal options to suit all dietary requirements.

Onsite Classes and Workshops



Monthly onsite exercise classes, physio workshops, onsite massages and more.

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.

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.

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.

Season Ticket Loan



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

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.

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.

Free Menstruation Products



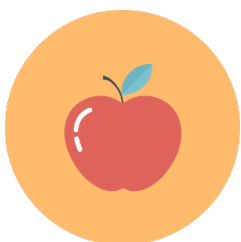
Free menstruation products will be provided in staff toilets.

Free Tea and Coffee



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

Free Fruit



Free fruit is provided onsite.