

## BBC Employee Benefits

Working at the BBC means being part of one of the most creative organisations in the world producing internationally renowned, award-winning content. In addition, there are many financial and non-financial benefits on offer to BBC employees.

### Pension

The scheme available to all new employees is a defined contribution scheme known as LifePlan. Your contributions will be made from gross salary, allowing tax and NI savings. The BBC will also pay up to a maximum of 10% into your pension based on the level of contributions you make, as set out in the following table:

Your contribution	+	BBC contribution	=	Total LifePlan contribution
4%	+	4%	=	8%
5%	+	5%	=	10%
6%	+	7%	=	13%
7%	+	8%	=	15%
8%	+	10%	=	18%

### Annual Leave

All BBC employees are entitled to pro rata 25 days annual leave, plus an additional BBC Corporation Day between Christmas and New Year.

### Life Assurance

BBC Employees are provided with death in service life assurance cover of 4 times basic salary

### Season Ticket Loans

BBC employees that commute to work by public transport are able to apply for an interest free loan to pay for their travel season ticket.

### Employee Assistance Programme

The wellbeing of our staff is very important to us and we offer all our staff free, independent and confidential information, resources and counselling on a wide range of work, family and personal issues.

### BBC Club

The BBC Club is an exclusive and not for profit members' club for BBC staff. A small contribution from your monthly salary entitles to you a wide variety of deals, discounts, benefits and access to recreational facilities across the country.

## Voluntary Benefits



myChoices is the BBC's voluntary benefits scheme for BBC employees at the BBC to select. In addition to the annual enrolment period in March when all the benefits are available, some of the benefits can be chosen throughout the year. The current benefits available include:

Cycle to Work – Up to £1,000 voucher paid for monthly through your salary to spend on a bike and equipment for commuting to work.

Private Medical Insurance – Cover for yourself and/or family with Bupa at beneficial rates.

Travel, Personal Accident, Critical Illness Insurance – High quality insurance products at beneficial rates.

Buy / Sell holiday\* – Buy or sell up to 5 days of your annual leave (pro rata for part-time employees)

Techscheme\* – Buy laptops, mobiles, tablets and other electrical devices.

Gymflex\* – Join a gym of your choice at discounted rates and pay through salary deductions.

\*=Only available during the annual enrolment window. Full details of all the benefits on offer can be found on the myChoices site.

## BBC myDeals

All UK based employees are entitled to discounts and special offers from a wide variety of shops, restaurants, health and fitness providers and other organisations, through myDeals (in partnership with Next Jump). In many cases, all you need to do is show your BBC Pass to receive your discount. New deals are continually being negotiated, current highlights includes significant savings on cinema tickets and Apple, O2 and Vodafone products.

### Please note:

- Some of the voluntary benefits listed here are not available to those on FTCs under 12 months. For full eligibility details please see the relevant details on HR gateway, on the myChoices system or contact BBC HR Service Centre on 0370 024 3477 or email [bbchr@bbc.co.uk](mailto:bbchr@bbc.co.uk).
- Based on current processes it may take up to 45 days from your start date to gain full access to all systems.