

BBC Staff Rewards and Benefits

Working at the BBC means being part of one of the most creative organisations in the world and internationally renowned award-winning content, but there are many other financial and non-financial benefits that we offer.

BBC LifePlan

The pension scheme now available to all new employees is a defined contribution scheme known as LifePlan. The level of contributions paid by the BBC will 'match' the member's own contribution rate. For those staff members wishing to pay contributions at the 6% level or above, the BBC will make extra contributions, above 8%, but these will not receive further 'matching'.

Your Smart contribution	BBC contribution	Total LifePlan contribution
4%	4%	8%
5%	5%	10%
6%	7%	13%
7%	8%	15%
8%	10%	18%
8% or more	10% maximum	10% BBC + your Smart contribution

Annual Leave

All BBC employees are entitled to twenty-five (25) days annual leave, plus an additional BBC Corporation Day off between Christmas and New Year.

BBC myDeals and Next Jump

Thanks to BBC myDeals and our partnership with Next Jump, all staff are entitled to discounts and special offers from a wide variety of shops, restaurants, health and fitness providers and other organisations. In many cases, all you need to do is show your BBC Pass to receive your automatic discount.

New deals are continually being negotiated, but here are just a few highlights:

- 47% off of BUPA Care Private Medical Insurance
- Discounts on a wide variety of Apple computers and other products, available in store or via the BBC Gateway Apple Portal online
- Up to 30% discount at BBC shops both online and in store
- 50% discount on BBC magazines
- £75 off O2 mobile phone contracts including the iPhone
- David Lloyd Gym Discount
- Discounted rate for H.S.A healthcare cash back scheme
- A number of discounts have been agreed with nurseries around the country for up to 25% off fees.

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.

Interest Free Season Ticket Loan

BBC employees that commute in to work by public transport can apply for an interest-free loan for their season ticket.

BBC Club

The BBC Club is an exclusive and not for profit members' club exclusively 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.

Members have access to any of four gyms across London and free entry to a number of BBC Club-managed bars and restaurants that offer a huge number of social opportunities.

Life Assurance

BBC staff are provided with death in service life assurance cover of 2- times basic salary.

Employees who are members of either the BBC Pension Scheme or LifePlan (the BBC's defined contribution plan) are provided with death in service life assurance cover of 4 times basic salary

Accident Benefit

The scheme provides financial assistance to BBC staff or their dependants in the event of death, or if they are permanently disabled as a result of an accident on or off duty anywhere in the world.

Any payment made under the Scheme for death or permanent disablement is subject to an upper limit of £375,000 (or £750,000 in respect of death or permanent disablement caused by violence).

myChoices

myChoices is the BBC's voluntary flexible benefits scheme and allows everyone at the BBC to swap part of their salary for their chosen benefit. You can opt in or out of the scheme at various points throughout the year, depending on which benefit you choose. The current benefits available include:

- Childcare Vouchers**
 Depending on your earnings, up to £243 per month can be exchanged for childcare vouchers, which can be used to pay for registered or approved childcare, saving around £1,000 per year in tax and national insurance payments.
- Health Assessments**
 Health assessments are provided by Nuffield Health and you can choose from a range of assessments offering a combination of tests to suit different health and personal requirements. BBC staff pay for the assessment by a reduction in monthly salary, saving tax and NI on the cost.
- Cycle to Work**
 Cycle to work is a government backed scheme which allows BBC staff to hire a bike package (up to £1,000 per year) from the BBC and make significant savings on VAT, Tax and National Insurance.
- Buy / Sell holiday**
 With flexible holiday arrangements individuals can buy or sell up to 5 days or 40 hours holiday before the start of the holiday year.

Who is entitled to what?

		Contract Type		
		FTC under 12 months	FTC Over 12 months	Continuing
MyCoreBenefits	Life Assurance (x2 annual salary)	✓	✓	✓
	Accident Benefit Scheme	✓	✓	✓
	Season Ticket Loans	✓	✓	✓
	Employee Assistance Programme	✓	✓	✓
	LifePlan Pension	✓	✓	✓
MyChoices	Health Assessment	✗	✓	✓
	Childcare Vouchers	✗	✓	✓
	Cycle to Work	✗	✓	✓
	Holiday Buy	✗	✓	✓
	Holiday Sell	✗	✓	✓
	MyDeals	✓	✓	✓