

# 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. There are also a range financial and non-financial benefits on offer to BBC employees in three categories

## Core Benefits

### Pension

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.

### Annual Leave

BBC employees are entitled to 25 days annual leave plus public holidays (pro rata for part time workers), plus an additional BBC Corporation Day between Christmas and New Year and enhanced Parental and Carers Leave entitlements. You can also choose to increase or reduce your leave entitlement through myChoices during annual enrolment.

### Wellbeing Programme

The wellbeing of our employees is very important to us and we offer free, independent and confidential information, resources and counselling on a wide range of work, family and personal issues through the Employee Assistance Programme.



### BBC Academy

Discover, learn and grow through the wide range of training and development opportunities.

### Life Assurance

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

### Personal Accident Insurance

Personal accident cover provides financial assistance on an ex-gratia basis to you or your dependants in the event of your death or where you suffer a permanent disability as a result of an accident on or off duty anywhere in the world.

### 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.

### Recognition Scheme

BBC Kudos! is a reward and recognition programme offering formal and informal ways to reward employees who demonstrate behaviour that personifies BBC values, above and beyond their regular duties. The reward can be in the form of a shopping voucher or other informal reward such as a day off in lieu or a short working day.



myChoices is the BBC's voluntary benefits scheme for employees. You can choose a range of benefits under three headings:

### myProtection

A range of insurances for you and your dependents including personal accident, critical illness, travel insurance and a will writing service.

### myHealth

Join a gym at a discounted rate (at annual enrolment only), get a health check or take out dental or health insurance with Bupa.

### myLifestyle

Increase your annual leave (at annual enrolment only), make National Insurance savings on the value of technology or make tax and NI savings through the cycle to work scheme.



As a BBC employee you also have access to discounts and special offers from a wide variety of shops, restaurants, health, leisure and entertainment providers.