



# United Kingdom

## How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
Working Hours	48 hours max	37.5-42 hours Offer overtime pay	Flexible
Paid Time Off	28 days annually May include public holidays	28-30 days off + public holidays	Unlimited
Public Holidays	8-10 days annually Employer's choice to grant/pay	8-10 days annually Granted & paid in addition to full PTO entitlement	8-10 days annually Granted & paid in addition to full PTO entitlement

## General Benefits

Pension	Employee enrolment +3% employer contribution	Match employee contribution up to 5%	Match employee contribution up to 10%
Healthcare	Public healthcare (NHS)	Private healthcare for employee + dependents	+Dental & vision, +extras e.g. fertility treatment, gender transition, etc
Home Office Budget		Ergonomic consultation and home office budget of ~£2,500.	Ergonomic consultation and home office budget of ~£4,000.
Education & Training		£500-1,000 per year	£1,000+ per year
Life Insurance		1-4 times annual pay	4-10 times annual pay
Transportation		Cycle to work scheme Public transportation allowance	Car allowance
Wellness Program		Subsidised or discounted gym membership, wellness allowance up to £50	Fully paid gym membership and wellness allowance up to £200
Meals		Fruit and snacks daily and lunch once a week/month	Free meals or subsidized canteens, Friday Happy Hour, food or snack stipend
Profit Sharing			Stock options

## Leave

Sick Leave	First 3 days unpaid, £109.40 weekly for up to 28 weeks	5-15 full paid sick leave days at full salary	16+ days of full paid sick leave
Maternity Leave	39 weeks Statutory Maternity Pay First 6 weeks at 90% of average weekly earnings (AWE) before tax; remaining 33 weeks at £172.48 or 90% of AWE	Company Maternity scheme, adding 2-16 weeks fully paid weeks	Full pay for the 16-35 weeks irrespective of gender and covering breastfeeding support
Paternity Leave	1-2 consecutive weeks, paid at £172.48 or 90% of average weekly wage (whichever is lower)	Full pay for 2-4 weeks	3 months full pay
Adoption Leave	Same as maternity	Company adoption pay scheme adding 2-16 weeks fully paid	Full pay for 16-35 weeks irrespective of gender
Parental Leave	18 weeks' unpaid leave for each child, up to their 18th birthday	Paid leave	Paid leave with no yearly limitation
Sabbatical Leave			Yes