



## The General Council of the Bar Rewards and Benefits

### Annual leave

Bar Council employees receive 27 days of paid annual leave per annum in addition to 8 paid bank holidays. At the discretion of the Bar Council, the organisation will close for the continuous period between Christmas Eve and New Year.

### Benefits allowance

In addition to your basic salary you will receive an additional benefits allowance of £1,300 per annum pro rata. This is a non-pensionable sum.

### Pension / Auto-Enrolment

Membership of the Bar Council defined contribution scheme is subject to certain conditions and is postponed for the first 3 months of employment. The minimum contribution rate is 3% for employees to which the Bar Council will contribute a further 6%. If you wish to increase your contribution, the maximum the Bar Council will contribute is 12% providing you make further contributions up to a total of 6%.

### Work Smart

The Bar Council operates smarter working practices to help employees improve their work life balance. All roles are categorised by the number of days they can work from home and this is set out on the job description.

### Life Assurance

All Bar Council staff members qualify from their first day of service for Life Assurance. This benefit will pay the equivalent of four times an employee's annual salary to their nominated beneficiary in the unlikely event that they die whilst an employee of the Bar Council up to the age of 65.

### Interest Free Company Loans

After completing probation, you will be eligible to receive an interest free loan up to a maximum value of £10,000 for a season ticket or rent deposit.

### Salary Sacrifice Schemes

The Bar Council operates salary sacrifice schemes for:

- Childcare Vouchers
- Ride2Work
- Pension

### Enhanced Maternity Pay

Subject to the conditions contained within the Bar Council Maternity Policy, after two years of service, employees qualify for enhanced maternity pay. Enhanced Maternity Pay consists of full pay for the first 24 weeks of maternity leave followed by Statutory Maternity Pay for 15 weeks and the remaining 13 weeks with no pay.

### Enhanced Paternity Pay

Subject to the conditions contained within the Bar Council Paternity Policy, eligible employees will qualify for up to 2 weeks' full pay.

### Employee Assistance Programme

As a part of our Life Assurance benefit, all our employees can access the Employee Assistance Programme (EAP) which is a positive, preventative programme of information, advice, training and services that help employees deal with events and issues in their everyday work and personal life.

### Eye tests and glasses

Eye examinations are available to all staff members who use a Visual Display Unit (VDU). A contribution towards spectacles will be given where an optician has confirmed that glasses are needed for VDU use.

### Additional benefits

XEXEC – online discounts at a range of retailers and outlets through XEXEC Lifestyle management website.

DW FITNESS FIRST / NUFFIELD HEALTH – discounted gym membership

LAWCARE – an additional Employee Assistance Programme

BAR NURSERY – Discounted rates at Smithfield House Nursery