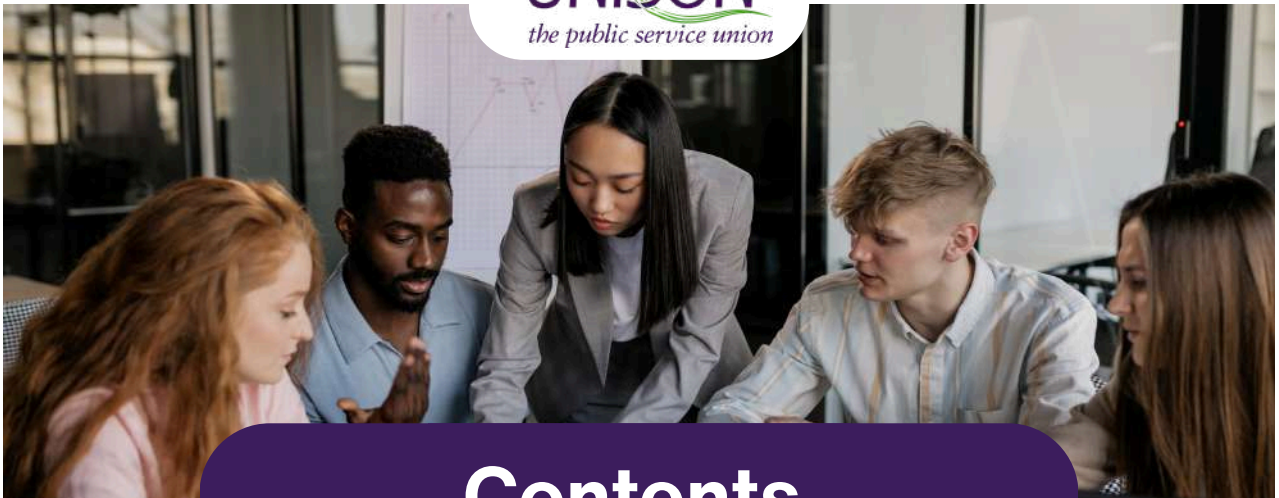




**Staff pay & benefits  
guide**



# Contents

Welcome message

---

Our culture and values

---

Your finances

---

Your leave

---

Time away from work

---

Your wellbeing

---

Your growth and career

---

Other benefits

---

More information

# A guide to your pay and benefits package

In UNISON, we know our staff are at the centre of everything we do. Your professionalism, expertise, and commitment to UNISON enable us to deliver for our members and uphold the values we stand for.

This guide sets out the full range of benefits available to you as part of your overall pay and benefits package. We encourage you to take the time to explore what's on offer and make the most of the support and opportunities provided.

Please don't hesitate to contact us if you have any questions or would like an informal discussion about any element of our pay and benefits package. You can contact us directly on [hr@unison.co.uk](mailto:hr@unison.co.uk).

Carly French  
Director of Human Resources & Staff Learning

# Our culture and values



## Why UNISON?

UNISON is the UK's largest public service union, serving more than 1.3 million members. We stand for low paid workers (the majority of whom are women) in the NHS, local government, education, justice, utilities and more.

We are a values based organisation and we believe in democracy. Every member has a voice, and our structure is built so they can influence decisions.

## What does it mean for me?

- You'll be part of a team that values your voice and your experience.
- Your professional growth matters to us: training and development aren't extras, they're part of who we are.
- You'll work in an environment where what you do contributes to the lives of low paid workers everywhere - you will make a difference. Every day the impact of your work will help shape better workplaces for our members.

# Your finances



Annual pay reviews

3-year pay progression  
based on service

Transparent pay and  
grading structure

£15/hour minimum  
wage

London Weighting  
Allowance (for those  
working in London)

Subsistence allowance (for  
those working regularly out  
of the office)



*We're proud to be a Living Wage Employer*

# Your finances



## Defined benefit final salary pension

With 27.7% of total pensionable salary as employer contribution.

## Flexible retirement

Supporting staff to stay in work longer, in a way that suits them.

## Season ticket loans

An interest-free loan to purchase your annual season ticket for travel between home and work.

## Cycle to Work scheme

Up to £1500 for bikes and additional equipment, paid via salary sacrifice.

## Childcare allowance

UNISON offers a weekly allowance towards childcare starting at £111.04 depending on your grade.

## Financial advice

Access to professional financial advice and webinars.

# Your leave



We are proud to offer a generous holiday entitlement of 43 days.

Staff are entitled to:

- **32 days (the equivalent of 224 hours)** paid leave, plus
- **8 days** bank holiday, and
- **3 days** off during Christmas.

For part time staff, paid leave is allocated on a pro-rata basis.

# Time away from work

Including enhanced partner leave, adoption leave, carers leave and shared parental leave.



**Family leave**



**Maternity leave**

6 months at full pay.

Up to 10 working days in a 12 month period fully paid.



**Carers leave**



**Disability leave**

Balancing individual needs with operational requirements.

During the first year of service:  
One month's full pay and after completing four months' service, two months half pay.

After completing five years of service:  
Six months' full pay and six months' half pay.



**Enhanced sick pay**

# Your wellbeing



## Headspace Plus

Complete access to the Headspace library for you and up to 5 friends or family members free of charge. Guided meditations, inspiring podcasts, sleep content, play lists, sessions for kids and parenting, mindful runs and walks.

We have a flexible working policy, The availability and type of flexible working arrangements may vary depending on role and location and will take into account the needs of your department, region, and UNISON.



## Flexible working



## Employee Assistance Programme

A completely confidential service to support you or your family members with any personal or professional problems, including a helpline for advice covering anything from relationships to finance. The service also offers digital resources.

Flexible retirement allows employees to keep working at UNISON on reduced hours and/or grade, earning a lower salary while receiving or retaining their accrued pension benefits.



## Flexible retirement



## Eye care

Reimbursed eye tests and glasses for display screen equipment users.

# Your wellbeing



## Black staff network

The Black staff network fosters belonging by offering a safe space to connect, share, challenge, and seek support on race equality. Its core aim is to turn dialogue into action that improves Black staff experiences at UNISON and drives cultural change, accountability, and anti-racism across the organisation.

A supportive menopause policy, network of Menopause Champions, regular Menopause Circle meetings and a dedicated staff intranet site.



## Menopause support



## Carers Hub

A network of staff with caring responsibilities supporting each other through the challenges unpaid carers face.

Croyde Bay Holiday Resort in North Devon is wholly-owned and operated by UNISON. Staff receive a 20% discount on any type of accommodation.



## Croyde Bay Resort

# Your growth and career

## We invest in your professional development

- Extensive training programme
- Women's development programme
- Leadership & management development programme



Staff learning and development directory 2026



- Black\* staff development programme
- Bitesize lunchtime development sessions
- Learning support scheme - financial aid towards professional qualification or training.

- Mentoring scheme
- Pre-retirement seminars
- Apprenticeships



\*In UNISON, 'Black' – with a capital B – is used to indicate people with a shared history.

## Other benefits

### Stay connected: your communication channels

As a member of our team, you'll have access to a range of communication tools designed to keep you informed, supported, and connected with colleagues across the organisation.

#### Staff intranet

Our staff intranet is called 'pearl' and is a central hub for everything you need to do your job. From policies and procedures to news, resources, and helpful guides, the intranet is your go-to place for reliable information and updates.



#### Microsoft Teams

Perfect for collaborative work with specific groups of colleagues. Use Teams to chat, meet, share files, and manage projects—keeping teamwork organised, efficient, and effortless.

#### Viva Engage

Our community space where everyone can have a voice. Celebrate achievements, join interest groups, share ideas, and enjoy the fun side of working here. Viva Engage helps build connection and culture across the organisation.



# More information



hr@unison.co.uk



HR, UNISON Centre, 130 Euston Road,  
London, NW1 2AY



All HR info on pearl (staff intranet) [here](#)

