



CIPD international benefits overview

Here you will find all the great benefits* and perks you get when you join the CIPD team.

- **Holiday**
- **Flexible working hours**
- **Private Medical Insurance & Individual Life Assurance**
- **Personal Development Allowance (PDA)**
- **LinkedIn Learning**
- **Payment of professional membership fees**
- **Wellbeing activities**
- **Employee Assistance Programme (EAP)**
- **Occupational health**

Holiday

We offer a generous holiday entitlement of 28 days on top of bank holidays. We also offer time off for other reasons including volunteering and time for dependants.

Flexible working hours

Flexible working hours are offered based on your office's standard working hours.

Private medical insurance and individual life assurance

Private Medical Insurance is available via Bupa. Life Assurance benefit of 1x salary (Contractual Benefit). **

Personal development allowance (PDA)

We believe your personal development is worth investing in and we offer everyone £125 (apt currency equivalent) towards any work-related personal development.

LinkedIn Learning

We know how important learning and career growth is here at the CIPD. You have access over 16,000+ expert-led courses anytime on your computer, phone or tablet through the



LinkedIn Learning platform. The on-demand content is easy to digest and also to share with your team. You can learn new skills and insights to have more impact in your daily work and your long term career.

Payment of professional membership fees

If you are a member of a professional body, we will fund your membership fees because we understand the importance of maintaining your professional membership status and your continuous professional development. For more information, please email Rosie Kennedy in the People team HR@cipd.co.uk

Wellbeing activities

At the CIPD we support a wide range of initiatives to support your overall wellbeing. This ranges from online yoga classes, mindfulness sessions, dedicated wellbeing days and so much more. Please head over to our [wellbeing page](#) for more information.

Employee Assistance Programme (EAP)

You have access to our [EAP](#) which is a confidential and free service available to all CIPD people and their immediate family, 24 hours a day, 7 days a week, 365 days a year and is accessible by phone, Zoom call, the Health Assured App or their online web portal.

Occupational health

You and your immediate family members (legal partner and children (aged 18-24 in full time education residing in the same household) can access a wealth of well-being resources via our Occupational Health Provider - Maitland Medical. These cover; sleep, exercise, alcohol use, smoking, stress, healthy eating and weight.

**Some benefits are non-contractual and the CIPD reserves the right to review and withdraw any of its staff benefits as appropriate. For some benefits, certain conditions will apply.*

***Critical Illness insurance is an individual taxable benefit and will appear on the end of year tax form relevant to your country.*