

## CIPD MENA employee benefits overview

### 28 days 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, mental health days, bereavement, and time for dependents.

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### Holiday Buy/sell up to 3 day holiday

Need more time with the family? Want to travel far and wide? Or perhaps you want to cash-in some of your holidays. Well, you can now buy/sell up to three days of your annual holiday entitlement.

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### Flexible working and remote working

Flexible working hours are offered based on your office's standard working hours and in coordination with your line manager. We also offer hybrid working - mixture of remote and working in the office. In the UAE, we offer the opportunity to work from your home country up to one month a year, in line with business needs.

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### Private medical insurance

In the UAE, we provide top-tier private medical insurance via Bupa.

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### Personal development

We believe your personal development is worth investing in and we offer three ways to do this:

1. You are entitled to a £125 Personal Development Allowance (PDA) towards any work-related personal development each financial year.
2. You are eligible to apply for funding towards a professional qualification.
3. You can complete a training request to book onto a selection of courses such as CIPD short courses or Move Me.

## **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.

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## **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.

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## **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.

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## **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.

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## **Moments We Value**

Employee reward and recognition scheme that allows you to accrue a balance in your reward account and redeem this for vouchers with a range of retailers.

*\*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 appl.*