

We Are Adam's A - Z of Enhanced Leave Policies

Thinking of introducing additional leave policies in your workplace but not sure where to start?

B

BIRTHDAY DAY OFF

For those that choose to work on their birthday, there's always the risk of them having a 'lazy' day – resulting in lost productivity and therefore, profit. Conversely, giving employees paid time off for one-off social occasions can foster loyalty, improve engagement and reduce turnover.

D

DOMESTIC VIOLENCE LEAVE

Domestic abuse costs £14 billion in lost economic output each year. An estimated £1.9 billion of this is directly absorbed by employers due to decreased productivity, time off work, lost wages and sick pay.

D

DUVET DAYS

65% of UK workers would be more inclined to take a job if said company offered duvet days as part of their contract. But it's controversial. Some in the HR industry believe duvet days are a used to mask an otherwise poor wellbeing strategy.

M

MARRIAGE LEAVE

63% of employers offer additional benefits to married employees. Employees who are married or in civil partnerships receive an estimated £2,390 per year in additional benefits compared to their non-married colleagues.

M

MENOPAUSE LEAVE

1 in 10 women have left a job due to menopause symptoms. That's about 333,000 women. 14% of respondents had reduced their hours at work and 8% felt they couldn't apply for a promotion.

M

MENSTRUAL LEAVE

73% struggle to work because of their period. Top reasons cited were low energy (83%), being in pain (79%), less concentration (61%), feeling anxious about leaking (57%) and having to stop work to buy or take medication (50%).

M

MOVING HOUSE LEAVE

If you offer flex or agile working, you may not feel the need to offer an additional days' leave for moving home. But elsewhere in Europe, for example in Spain, taking the day off to relocate is a statutory right.

P

PAWTERNITY LEAVE

Over 31% of people would consider getting a pet if their workplace had flexible policies. Add that to the whopping 17 million households (59%) that already have at least one pet, and you could be on to a real winner by offering this perk.

P

PREGNANCY LOSS

MP Angela Crawley: "It is not sufficient to say that an employee should take sick or holiday leave when they have a miscarriage. It is a grief, not an illness. That person should be allowed the time to grieve, and that should be recognised."

S

SABBATICALS

82% thought there was stigma before COVID-19, but nearly half said that stigma has reduced. The idea that career breaks are taken because of burnout is fading, being replaced by the narrative that they are an enriching experience.

S

STUDY LEAVE

We know how tough it is to hire, and with salaries rising, you might not be able to afford to bring in the skillsets you need. Offering study leave could be a win win for both your business and your employees.

U

UNLIMITED HOLIDAYS

Despite being around since the 90s, it is still considered a highly controversial topic. A growing number of UK businesses are going above and beyond the statutory entitlements to offer an unlimited amount of leave ... with mixed success.

V

VOLUNTEER TIME OFF

Despite the obvious CSR benefits, 63% of people do not receive any volunteer time off in their benefits package. 75% of millennials said they would take a pay cut to work for a socially responsible company, and 64% would turn down a role if the company didn't have strong CSR values.