

employee benefits

Annual Leave

25 days annual leave, rising to 26 days after two years' service and 27 days after five years' service, plus 8 days bank holiday and Christmas Eve (museum closed). The entitlement is pro-rated for part-time staff.

Hybrid Working

Office-based employees, where feasible, are permitted split their time 60/40 of their contracted hours working in the office, the remainder can be worked where best suits the individual. They can work remotely for two weeks per calendar year, which can be taken as a single block or two individual weeks.

Core Hours

To support their personal preference or circumstances, office-based employees can flex their hours to start work at 10.00am and leave at 4.00pm. They can manage their remaining hours outside of these times, subject to adapting their working hours to wider operational requirements and work demands at any given time.

Flexible Working

Eligible employees can apply to work flexibly, including part-time working, compressed working hours, and working part-time hours over an extended number of days.

Maternity

Eligible employees are paid enhanced maternity pay of eight weeks full pay (inclusive of statutory maternity pay at the higher rate). They will also have access to four x one-hour sessions with a maternity coach, two pre, and two post maternity.

Paternity

Eligible employees are paid enhanced paternity leave of two weeks full pay (inclusive of statutory paternity pay).

Other Paid Leave

Other forms of paid leave are available, including compassionate leave, leave for dependents, and time off for domestic emergencies.

Pension

All eligible staff will have access to the Design Museum Defined Contribution Pension Scheme.

Payments are made into an employee's museum pension as follows:
An employee pays 4% of their pensionable salary. The museum pays 4% of their pensionable salary. Total paid into their museum pension = 8%. In addition, employees can make a higher personal contribution, and the museum will match the payment up to a maximum of 4%.

(Pensionable salary is defined as "Qualifying Earnings" which for tax year 2025/26 is between £6,240 and £50,270.)

Headspace

Free membership subscription to a mindfulness and meditation app. Available to staff and up to 5 family members or friends to join.

Employee Assistance Programme (EAP)

Our EAP support is available via an app (Wisdom) and a 24-hour, free, confidential telephone helpline.

Services available include access to counselling (in-person or remote), health and wellbeing resources, legal information, bereavement support, and online CBT support for (but not limited to) anxiety, stress and menopause. Services available to family members.

Eye Test

The museum will cover the cost of a basic annual eye test.

Cycle to Work Scheme

The museum offers a scheme to enable you to spread the cost of a bike over a year and save on tax and national insurance.

Season Ticket Loan

An interest free loan available to staff to purchase an annual season ticket for travel on public transport to and from your place of work.

Tenancy Deposit Loan

An interest-free loan is available to staff for a tenancy deposit.

Death in Service Benefit

The museum maintains Death in Service insurance cover which pays four times your annual salary to a nominated next of kin upon completion of a nomination form.

Staff Discounts

- Design Museum Shop – 25%
- Design Museum catering areas - discount of 25% for staff
- High Street Kensington: selected offers via Opportunity Kensington Token. See their [website](#) for more details.

Entry to Exhibitions for Friends and Family

Staff are welcome to request a reasonable number of complimentary tickets for temporary exhibitions for friends and family. Requests for tickets should be made to bookings@designmuseum.org. These tickets are open-ended and can be used anytime.

Design Museum Public Programme

Staff are welcome to attend the museum's public programme events such as talks, debates and other events (if the event is not sold out) on a first-come-first-served basis. Enquiries for individual events should be made to bookings@designmuseum.org.

Curator-led Tours

Staff are welcome to attend the curator led tours that take place prior to the opening of each exhibition. Tours are usually arranged specifically for museum employees and staff will be notified.

Free Admission to London Galleries & Museums

Admission to specified Museums and Galleries is subject to their restrictions from time to time.