



University of Salford
A Greater Manchester University

Your Guide To Additional Benefits

**Working for our University means a lot more than
good pay and service conditions**

Benefits of working at the University of Salford

At the University of Salford our staff have access to a whole range of benefits besides their salary. We believe that in their totality these additional benefits contribute considerably to making the University of Salford an employer of choice. Brief details of these benefits are given below, set out in alphabetical order. If you are currently working in the private sector we particularly wish to draw your attention to the availability of a final salary-based pension scheme. This is a greatly sought after benefit because it guarantees a known level of pension, whereas money purchase schemes are dependent upon Stock Market performance and, therefore, offer pensions which are variable.

Banking facilities: The University offers you on-site banking facilities.

Car parking: for a modest fee you can use the campus car parks which are supervised by University security staff.

Careers advice: you have access to the University's career advisory service. See www.careers.salford.ac.uk/

Catering facilities: there are snack and hot meal facilities at many of the University's sites.

Child care vouchers: the University offers child care vouchers which enable you to save money by substituting an element of your salary for childcare vouchers which are exempt from income tax and national insurance contributions.

See www.busybees.com/using-vouchers.htm.

Complementary therapies: you will have access to the University's complementary therapies e.g. acupuncture. <http://www.chssc.salford.ac.uk/directorates/cam.php>

Cultural activities: the City of Salford Museum and Art Gallery are sited on campus and the University's Peel Hall and Robert Powell Theatre regularly host plays, concerts and recitals.

Employee Support Helpline: you will have free access to an independent and confidential 24 hour telephone service, which offers advice on financial and legal matters, relationships, family care and work matters. Freephone **0800 068 6729** (24hours)

Equality and Diversity: The University is building an ethos in which all staff value the principles of equality of opportunity and the right to be treated fairly. It also welcomes the presence of the University of Salford's black and minority ethnic staff network.

Estate agents fee discount: Harper Horton Homes are currently offering University staff a 17.5 % discount on their fees.

Family friendly ethos: the University recognises that from time to time you may have urgent carer commitments and seeks wherever possible to help you in such circumstances. In addition it offers occupational maternity, paternity and adoptive leave schemes which are more generous than their statutory counterparts.

Final salary pension scheme: the University offers a final salary pension scheme which is supported by the University's contributions as well as your own. This

provides for a guaranteed level of benefits rather than benefits which are dependent on the performance of the Stock Market. At time when many employers are moving away from final salary schemes the University is committed to such a sought after scheme.

Flexitime scheme: there is in operation a flexitime scheme for Clerical, Secretarial and Executive Officer Grades. However, certain posts are excluded from the scheme.

Healthsure Group: you will have access to this cash plan, which for as little as £2.30 per week helps you to meet everyday essential healthcare treatments e.g. eye tests, dental treatment etc. See www.healthsure.org.uk

High Life dining card: the High Life dining card, which markets itself as offering two meals for the price of one at a thousand North West restaurants, is available to staff on two months free trial and there 5% discount.

Individual merit and team reward schemes: the University operates individual merit and team reward schemes in recognition of outstanding work performance.

Induction: you are offered a structured induction programme.

Insurance discounts: from time to time you will be offered discounted personal, home and car insurance; currently such offers are being made by Eagle Star and BUPA.

IT training: you will be given access to work-related IT training during work time at no financial cost to you.

Job share opportunities: the University is supportive of this concept and has a job share scheme in place.

Joint union-management consultation forum: this is a forum which ensures that any proposed changes to your working arrangements are subject to consultation and negotiation.

Language classes: you will have competitively priced access to on-site, lunch-time and early evening languages classes.

Leisure facilities: you will have competitively priced access to the University's leisure facilities including swimming pool, gym, squash and tennis courts.

Library services: you will have free access to the University's full range of library services, plus entry to the other Greater Manchester universities' libraries.

Miscellaneous benefits: occasionally you will be notified of offers on a variety of goods and services by large companies at the University's discretion. These have previously included temporary travel discounts and measuring your car's Co2 emissions for free. Future offers will be brought to your attention as they arise.

Nursery: the University has an on-site nursery run by Busy Bees, which staff can access at a discounted rate. See <http://www.academic.salford.ac.uk/nursery/>

Occupational health facility: occupational health staff are available to offer you advice on health issues.

Pay Share Scheme: you can set aside a share of your pay for the benefit of making tax free donations to a chosen charity – see www.payshare.org.uk

Podiatry and physiotherapy services: you will have access to the University's podiatry and physiotherapy services. See <http://www.healthcare.salford.ac.uk/directorates.htm>

Prayer room: the University respects your right to freedom of religious belief and makes available a prayer room for staff.

Removal expenses: you may qualify for financial assistance towards the cost of moving house to come to work at the University under the removal expenses scheme. See <http://www.personnel.salford.ac.uk/docs/Removal%20Expenses.doc>

Staff development: you will be encouraged to take up the opportunity of attending relevant training courses, workshops and events offered by the Education Development Unit in order to progress your personal/career development. See www.edu.salford.ac.uk/

Staff handbook: this gives you essential information about working at the university and is issued to all new staff. An on-line version containing periodic updates can be accessed on the Personnel Division's webpage.

“US” the staff newspaper: The staff newspaper provides you with a regular opportunity to catch up with what is going on in the wider University Community.

You at work: you are able to access the You at Work products discount scheme and further details are available from the University's External Relations Division. See www.extrel.salford.ac.uk/

BT/Benefits Package

Ref: Your guide to Additional Benefits/01.02.06/Personnel