

Fitzwilliam College Staff Benefits Summary

Fitzwilliam College is a great place to work!

In addition to a competitive salary for the job, here is an overview of the benefits offered to staff.

Annual leave

All staff are entitled to 33 days' annual leave, including 8 days' public/bank holidays or days granted in lieu. This is pro-rated for part-time staff.

Annual bonus scheme

The College currently operates a generous discretionary annual bonus scheme for which all staff on a permanent or fixed-term contract are eligible, subject to start date, attendance and ongoing service, amongst other factors. Any bonus is paid in November, based on the College's overall financial performance in the preceding financial year August – July. Payments under this scheme are not guaranteed, and the scheme may be altered or withdrawn at any time by the College.

Pension scheme

We offer the AVIVA Cambridge Colleges' Group Personal Pension Scheme, into which all new staff are enrolled after three months of employment, subject to earnings and eligibility criteria. Staff can also opt to join immediately if they wish. The entry level contributions are currently 3% for the employee and 5% for the employer, and you can choose to increase your contributions at any time, which the College will match +2% up to a College maximum contribution of 9%.

Some longer-serving staff are members of the Universities Superannuation Scheme (USS), which is no longer available to new joiners.

Free lunch

Staff are able to have a two-course lunch in the Buttery when on duty, or at the start or end of their shift, if applicable. There is a wide choice of delicious hot and cold food available.

Car parking

There is currently free parking on site in both the Huntingdon Road and Storey's Way car parks. Spaces are available on a first-come, first-served basis, and a permit can be collected from the Porters' Lodge. During busy periods, there may not be sufficient spaces, in which case on-road parking is available nearby.

Uniform

For certain roles, the College provides appropriate good quality uniform. We also provide a full laundry service for kitchen uniforms.

Training and development opportunities

We believe strongly in training and developing our staff in order to enable them to reach their potential and do the best job possible. Every employee has a review during their probationary period and thereafter an annual appraisal with their manager at which training and development needs are discussed and agreed. We use a variety of different training methods such as on the job training, online training, and courses both within the University and from external providers. We strongly encourage continuous professional development, and all vacancies are advertised internally to give every opportunity for career progression.

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Use of College sports facilities

Staff members have access to the College sports facilities, which include the College gym and squash court.

Lovely working environment

Fitzwilliam College has a beautiful setting with a range of interesting architecture and well-tended and loved gardens.

Friendly team of staff

We pride ourselves on our reputation as one of the friendliest colleges to work for. We work closely together as a large team to achieve the aims of the College, and we also enjoy social time together, over lunches and at staff events such as the Christmas lunch, the Fellows and staff childrens' Christmas party and the Bursar's summer party in June.

Option to buy a University card

As the College is part of the University, staff may choose to buy a University card for £10 which gives access to discounts and special offers at many retailers and attractions in Cambridge.

After six months' service:-

College sick pay

The College has a generous sick pay scheme to help in times of need. (Statutory sick pay only is payable in the first six months of employment.)

Childcare vouchers (until April 2018)

Staff may apply for Childcare vouchers which are a form a tax-free pay under a pay swap arrangement to assist with childcare costs. NB the Government is changing this into a different tax free childcare scheme from April 2018.

Cycle to work scheme

Staff may apply for the Cycle to Work scheme which enables the purchase of a new bicycle and equipment through a salary sacrifice arrangement.

Long service recognition and awards

We value our staff highly and recognise loyalty and commitment through long service awards at 10, 20, 25 and 30 years of service.

An additional day of annual leave is also granted at the milestones of 9, 12, 15 and 18 years' service.

For further details of any of the above, please contact your Manager or the HR Officer.