



SIDNEY SUSSEX COLLEGE

CAMBRIDGE, CB2 3HU

Staff Benefits

- 33 days annual holiday = 25 holiday days and 8 Bank Holidays (pro rata for part-time positions). Leave year runs January – December and 5 days (pro rata for part-time staff can be carried forward in the following year to be used by end March).

- Generous sick pay dependent on length of service:

| Continuous Years' Service | Full Pay | Half Pay |
|---------------------------|-------------------------|----------|
| During probation | Statutory Sick Pay Only | |
| End of probation – 1 year | 4 weeks | 24 weeks |
| More than 1 – 3 years | 12 weeks | 16 weeks |
| More than 3 – 6 years | 20 weeks | 8 weeks |
| More than 6 years | 28 weeks | - |

- Free meals in the College servery when open whilst on duty (dependent on hours worked).
- Automatic enrolment in the University Superannuation Scheme (USS). Current contribution rates are 9.8% by the Employee and 21.6% by the College as the Employer.
- Agile Working Policy in agreement with Manager and role dependent.
- Subsidised Gym on site, plus access to University Sports Centre at subsidised rates.
- Cycle to Work Scheme.
- Use of College Library.
- Long Service Award (ten, twenty, thirty and forty years).
- Free Social Events – usually includes events for Fellows, Staff and their families including Summer Garden Party; Easter Party; Christmas Carol Concert; and Nativity Service. There is also a Staff Christmas lunch.
- Local discounts using University of Cambridge card: <https://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits/financial-benefits/shopping-discounts>
- Training provided dependent on role. University Training including IT courses available.
- Free flu vaccine based on policy criteria.

- Family Friendly policies in place.

Please note that these benefits are non-contractual and may be amended or withdrawn at our discretion

Updated: April 2022