



# 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).

- 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 6.1% by the Employee and 14.5% by the College as the Employer.
- Hybrid 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 (after successful probation and 12 months remaining on contract).
- Use of College Library resources – books and DVD's.
- 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; Christmas Lunch, Christmas Carol Concert; and Nativity Service.
- Local discounts using University of Cambridge card: <https://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits/financial-benefits/shopping-discounts>
- Employee Assistance Programme (EAP) available 24/7 365 days per year.
- 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*Please note that these benefits are non-contractual and may be amended or withdrawn at our discretion.*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: January 2024