

## Overview of Employee Benefits

Southampton Solent University is a friendly, exciting, and accessible place to work or study located in the heart of the City. We offer an excellent range of benefits including:

- **Pension Schemes**

- Academic Staff - Teachers Pensions Scheme

- Employer contributions 16.48%
    - Employee contributions between 7.4% - 11.7% dependent on salary
    - Career average re-valued earnings (CARE) / final salary scheme

- Support Staff - Hampshire County Council Pension Scheme

- Employer contributions 13.1% and a capital contribution for past service
    - Employee contributions between 5.5% - 12.5% dependent upon earnings
    - Career average re-valued earnings (CARE) scheme

- Universities Superannuation Scheme (if applicable)

- Employer contributions 18%
    - Employee contributions 8%
    - Career average re-valued earnings (CARE) scheme

- **Relocation scheme** of 10% of salary offered (for successful candidates that live over 50 miles away from the University and who change their main residence).
- An **excellent holiday entitlement**, plus statutory bank holidays
- **Christmas closure** - normally closing from 12pm on Christmas Eve and re-open the first working day after the New Year.
- **Performance and Development Review** and support to undertake staff development.
- **Flexible working** including flexi-time (if applicable)
- **Childcare voucher scheme**
- **Interest free travel loans** for train/buses/bike loan for employees on a contract of over 12 months
- **University groups and networks**
  - **LGBT Staff Network** is open to all staff who identify as LGBT or are questioning their sexuality or gender identity.
  - **Staff Scene** organise a range a social events for all staff at Southampton Solent University.
- **Onsite gymnasium and sporting facilities**, and a range of other health and wellbeing initiatives.
- **Discounts** on a range of services and products including healthcare, insurance, mortgages and independent financial advice and legal advice.
- Use of the **extensive Library facilities**.