



University of
Salford
MANCHESTER



REWARDS AND BENEFITS

WORKING AT SALFORD

Colleague wellbeing is one of our key priorities. It helps our people to find the right balance, be productive, and connect with their work.

As an employee at Salford, there are many benefits, services and rewards available to you. Here are just a few...





PAY



We offer competitive salaries, in line with The National Framework agreement, developed by UCEA (Universities & Colleges Employers association) and the HE trade unions. Service-related incremental progression through the spine points in grades 1 to 10 occurs annually. We are also an accredited Real Living Wage Employer which means we pay the real living wage rate as a minimum to colleagues at the starting grades.

PENSION

We offer two pension schemes at Salford, USPP (University of Salford Pension Plan) and USS (Universities Superannuation Scheme). USPP is for staff on grades 1 to 6 and USS is for staff on grades 7 and above and hourly paid lecturers. Hourly paid lecturers are not enrolled automatically but they can opt in at any time. The University makes a significant employer contribution towards these pension schemes.

HOLIDAY ENTITLEMENT

We are committed to helping colleagues find a balance between their home and work life. We have a generous annual leave package which includes additional university closure days at Christmas. With our Holiday Carry Forward scheme, all colleagues also have the option to buy additional annual leave, to help you find the right balance. We also offer a range of family friendly benefits including maternity, paternity, shared parental responsibility, adoption and other special leave and support networks.



RECOGNITION



We believe that saying thank you is important. That's why our 'thank you' colleague recognition scheme is all about that. It gives colleagues across our University the opportunity to recognise peers and teams regularly. By sending a 'thank you', your colleague will receive an e-card and a copy will be sent to their manager, to make sure that the achievement is fully recognised.

COURSES ON SOFT SKILLS

We offer a full subscription to LinkedIn Learning for colleagues to enjoy its suite of online learning collections at any time. There are courses on the soft skills core to suit every role – like communication, project management, leadership – and for every skill level, from beginner to expert.

LIFESTYLE BENEFITS



My Salford is our one-stop-shop for a variety of high street discounts. Discounts can be claimed either by e-vouchers or re-loadable cards.

As an employee, you may think you are not eligible for student discounts – you are! All colleagues are eligible to buy a TOTUM card that offers wide range of student discounts.

We also offer benefits and discounted options for commuting such as season ticket loans, parking discounts, a car lease scheme and a cycle to work scheme.





HEALTH AND WELLBEING



To help you be at your best, we have a range of services and facilities available to support your health and wellbeing. These include:

- / Employee Assistance Programme
- / Occupational Health
- / Mental health first aiders
- / On-site counsellors
- / Remploy

As well as a wide range of facilities on-site with discounted gym membership for colleagues. You can make the most of our on-campus gym, sports centre, pool, eateries, nursery, and more. Our physio clinic also offers a wide range of specialist treatments and services at a discounted rate.

To support agile and flexible work culture, we also provide savings on gyms, digital fitness and multi activity memberships near your home.



FINANCIAL WELLBEING

As part of our Financial Wellbeing initiatives, we offer a free Will Writing Service with Estate Planning and Will Writing specialists, Dunham McCarthy. Their service will help you plan for your future, protecting your family and loved ones.

There are also a wide range of events and initiatives throughout the year to help you with your financial wellbeing, such as 'Understanding your Pension' workshops, and more.

Find out more at
[salford.ac.uk/jobs/
reward-and-benefits](https://salford.ac.uk/jobs/reward-and-benefits)

Need help? Contact us at
hrresourcing@salford.ac.uk

