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Christ Church
University

THE BENEFITS OF
WORKING AT

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CHRIST
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Human Resources and
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Rochester House
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Canterbury
CT1 1QU

YOUR MONEY MATTERS

PAY

We offer competitive rates of pay based on a grading structure which is reviewed annually in line with the cost of living.

Our incremental pay structure is fair and transparent and is designed to reflect the development of your skills and knowledge as you progress in your role. Visit [CCCU Pay Scale](#).

PENSION SCHEME

Whether you are just starting your career or you are already part way through, preparing and saving for your future retirement is important.

The University currently operates three pension schemes. Eligibility to join varies but broadly, professional services employees are eligible to join the Local Government Pension Scheme (LGPS) and academic staff are eligible to join the Teachers' Pension Scheme and USS scheme.

In addition the University* contributes a percentage of your salary at the following rates:

Scheme Name	Percentage
LGPS	17.50%
Teachers' Pension Scheme	21.68%
USS	21.10%

**LGPS as of April 2020, Teachers' Pension as of September 2019 and USS as of October 2019.*

MAKING YOUR PAY GO FURTHER

Are there benefits to working here? You bet.

We recognise that one size does not fit all and therefore the University offers a wide range of employee benefits including Cycle Scheme, Discounted Gym Memberships, Travel Loans, and a variety of local and national discounts! Visit [Staff Benefits](#).



WORKING @ CCCU

HOURS OF WORK AND LEAVE ENTITLEMENTS

The standard weekly hours of work are 37 per week for all employees (pro rata for part-time staff).

The University offers a generous holiday entitlement of 25 days (for Professional Service Grades A-L and Research Assistants) increasing to 27 days and 35 days (for Senior Manager, Professor, Academic and Research Grades).

Plus there are a further 8 bank holidays and an extra 3 days when closed during the Christmas vacation.

All leave is pro-rated for part-time employees. Up to 5 days (37 hours) (pro-rata for part-time staff) annual leave may be carried over from one leave year to the next.

SICKNESS ABSENCE

The University aims to create a positive working environment, and wishes to support employees to improve and maintain their health and wellbeing. However, at times when individuals are unwell, the University offers occupational sick pay as detailed below:

Service	Occupational Sick Pay
Less than 3 Months	2 weeks full pay (3 days sick pay only in first 3 months unless medical certificate supplied)
3 - 12 Months	1 month full pay, 2 months half pay
1 - 2 Years	2 months full pay, 2 months half pay
2 - 3 Years	4 months full pay, 4 months half pay
3 - 5 Years	5 months full pay, 5 months half pay
More than 5 Years	6 months full pay, 6 months half pay

WORK LIFE BALANCE



FAMILY LEAVE

To improve the work-life balance of employees, the University has a number of family-friendly policies that aim to make working as easy as possible for those with, or about to have, family responsibilities. We also offer enhanced occupational pay on our Maternity, Paternity, Adoption and Shared Parental Leave.

To develop a positive working environment the University is committed to supporting staff to achieve an appropriate work life balance and their development goals.

FLEXIBLE WORKING

As part of continuing to develop a Positive Working Environment the University is committed to supporting employees to achieve an appropriate work life balance.

The University offers and encourages many ways to achieve a balance between work and life outside work.

HEALTH & WELLBEING SUPPORT

The wellbeing of our staff is critical to the future success of the University.

We provide a wide range of resources to support physical and mental health, including our Employee Assistance Provider, Occupational Health service, workstation assessments, and spiritual guidance from our Chaplaincy.

PEOPLE DEVELOPMENT

We provide opportunities for individuals and teams to be able to develop and realise your potential and work as part of a learning community whilst contributing to the delivery of the University's core objectives. Visit [People Development](#).

INCLUSIVE CAMPUS

At CCCU we're proud that we attract students and staff from all over the world and from all kinds of backgrounds. We value diversity and believe that everyone deserves an equal opportunity to succeed. Equality, Diversity and Inclusion are central to our ethos and underpin everything that we do. Visit [Equality, Diversity and Inclusion](#)

ATHENA SWAN BRONZE AWARD



The University has been an Athena SWAN Charter Member since 2015. We are proud to have attained an institutional Athena SWAN Bronze Award in November 2016, in recognition of our commitment to achieving gender equality throughout the University.

STONEWALL DIVERSITY CHAMPION



The University is a committed member of the Stonewall Diversity Champion program. We ensure that all LGBT staff are accepted without exception and are proud sponsors of Pride Canterbury.

DISABILITY CONFIDENT



The University is committed to attracting and retaining talented disabled employees and is signed up to the Disability Confident Scheme.

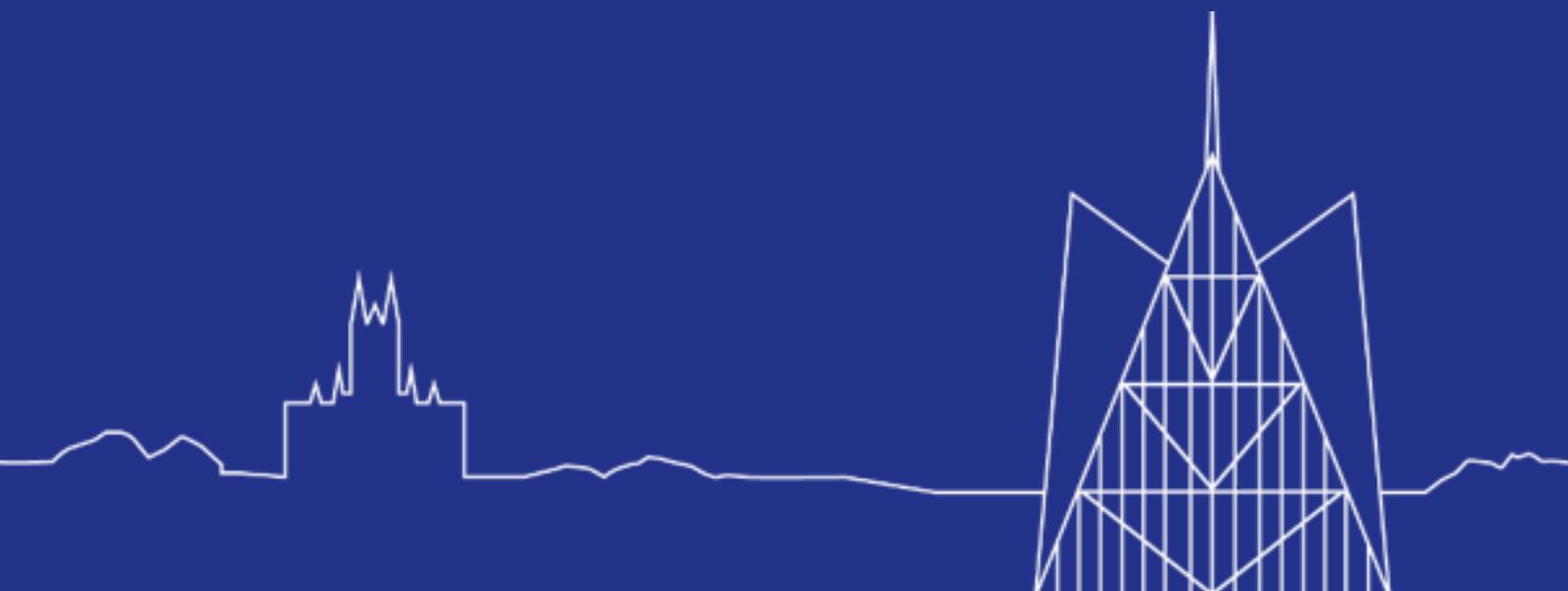
ARMED FORCES COVENANT



The University's commitment to the Armed Forces. We have received the Defence Employer Recognition Scheme Silver Award and provide ten days paid leave to Reservists.

SUSTAINABLE CAMPUS

Sustainability is at the heart of what we do. We have developed a dedicated Framework for Sustainability, have maintained ISO14001 accreditation for our Environmental Management System (EMS) with a platinum EcoCampus award, held Fairtrade status since 2007, and in 2017 and 2018 we won Green Gown awards.



Published: January 2020

Updated: May 2020

