

## RICHMOND UNIVERSITY BENEFITS

### PENSION SCHEMES

We offer our pensions schemes as salary sacrifice, so our employees benefit from tax and NI contribution savings.

- **Standard Life pension scheme** generally for our Professional Services employees.

Contribution rates are dependent on age:

|                      | University | Employee | Total |
|----------------------|------------|----------|-------|
| Aged under 30        | 5%         | 3%       | 8%    |
| Aged 30 and under 40 | 6.25%      | 2%       | 8.25% |
| Aged 40 and over     | 8%         | 2%       | 10%   |

- **USS pension scheme** generally for our Academic employees; the employer contribution rate is 14.5% and the employee contribution rate is 6.1%.

### FLEXIBLE AND HOMEWORKING OPPORTUNITIES

We offer both Flexible Working and Hybrid Working policies to support work/life balance.

### PRIVATE MEDICAL INSURANCE \*

We offer private medical cover, currently with **Bupa** that includes consultation, diagnostics, in-/out-patient cover. Pro-rata contributions are required from part-time employees.

### LIFE ASSURANCE \*

We offer Life assurance cover with MetLife of three times employee's gross annual basic salary. For USS members, the life insurance (3x gross annual salary) is included in their USS scheme.

### HOLIDAY ENTITLEMENT (HOLIDAY YEAR RUNS 1 SEPTEMBER – 31 AUGUST)

- **Professional Services employees:** 25 days holiday per holiday year. Increases to 27 days after 5 years' service and to 29 days after 10 years' service.
- **Academic employees:** 35 days holiday per holiday year.

UK Bank and public holidays (pro-rated for part-time employees) and additional closure days between Christmas and the New Year

### OTHER BENEFITS

Our employees have also access to the following benefits:

- Employee Assistance Programme with Health Assured
- Sabbatical/Unpaid Leave of Absence
- Eye test and VDU glasses contributions
- Season Ticket Loan\*
- Tuition Fee Waiver\*
- Ride2Work – Cycle to Work Scheme\*. Shower facilities are available on campus.
- Tea and coffee making provisions on campus
- Meal deal on campus
- Chiswick Business Park perks (events, bike hire and etc.)

*\*these benefits are available to employees following satisfactory completion of their probationary period*