Other benefits

Pensions
The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and National Insurance savings.

Payroll Giving is a simple, tax-efficient way for employees to make monthly donations to any national or local charity or registered good cause directly from their pay.

Wellbeing support services

Counselling Service
Confidential personal counselling is available to employees to help address personal or work-related problems away from the work environment.

Occupational Health
The Occupational Health Service provides support focussed on the prevention of ill health and promotion of health at work.

Equality and Diversity
The Equality and Diversity section seeks to engage all University members in promoting a positive and fully inclusive work and study environment.

Internal Mediation Service
The internal Mediation Service is available to employees to provide a supportive structure where needed to help restore a positive and productive working relationship.

Dignity at Work
The University is committed to protecting the dignity of staff, students, visitors to the University, and all members of the University community in their work and their interactions with others.

For full details visit: www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits

Contact us on: cambens@admin.cam.ac.uk

Follow CAMbens on Facebook and Twitter
**Introduction**

CAMbens is the University of Cambridge employee benefits brand. This leaflet summarises the main benefits available to University employees. More details are on our web pages.

**Shopping Discounts**

CAMbens Discounts is a shopping discounts scheme which offers discounts at over 2,000 high-street retailers. Employees have access to online discounts, cash back on purchases, discounted vouchers and reloadable cards to use in store.

Local Discounts are also available for University employees by showing a University Card. Please pick up our Local Discount brochure for a comprehensive list.

- **Cambridge restaurants**
  Use your university ID to receive 10% off food (for tables of up to 4) Monday-Friday at SmokeWorks, St John's Chops House and many more.

- **University Bookshop**
  Offering a 20% discount on any purchase.

- **Scudamore's Punting Company**
  Concessionary rates available by showing your University Card.

- **Parkside Pools**
  35% discount on gym membership and swimming across Cambridge, including the option of monthly rolling contracts.

- **Cotswold Outdoor**
  Cotswold Outdoor specialise in outdoor clothing and equipment and offer a 15% discount in store.

- **Apple**
  Discounted rates on Apple products are available to University staff.

- **Microsoft Software**
  Eligible employees can download Office 365 ProPlus and at no cost on up to 15 personal devices.

**Family Friendly Benefits**

- **Two nurseries and a holiday play scheme** are available through the Childcare Office to help support University employees with childcare responsibilities.

- **Salary exchange schemes for childcare vouchers and workplace nurseries** are available to help employees save money on childcare costs. Under both schemes, some or all childcare costs can be paid directly from an employees salary before tax and National Insurance contributions are deducted, offering tax and NI savings.

- **Flexible working**
  The University will consider requests for working flexibly to help employees fit in with their dependents care arrangements.

- **Family friendly leave** is also available to aid employee’s work-life balance including maternity and adoption leave (with up to 18 weeks full pay) paternity leave, parental leave and emergency leave.

- **My Family Care**
  delivers family-friendly backup care and gives employees access to a network of child, adult and eldercare across the country at short notice.

**Training and Development**

- **Personal and Professional Development** provides development opportunities and courses for all University employees. These include face to face sessions, online training modules and webinars.

**Transport**

- **CAMbens Cars** enables eligible employees to lease a fully insured Ultra Low Emission car for two years from around £300 a month. The lease cost is simply deducted from the employees salary each month, offering convenience and tax efficiency.

- **Cycle shop discounts**
  University employees have access to a number of discounts from local cycle shops on bicycles, accessories and repairs.

- **Cycle to Work scheme**
  The cycle to work scheme enables employees to lease bicycles and associated safety equipment through a tax efficient salary sacrifice arrangement.

- **Travel to work loan**
  Eligible employees can apply for an interest-free travel to work loan up to their monthly net pay (or a maximum of £2,500) to help with the purchase of an annual bus or rail season ticket, or to assist with the purchase of a bicycle and associated safety equipment.

- **Train discount**
  A 10% discount rate on the purchase of train season tickets and bulk buy tickets is available on certain lines for University employees.

- **Universal Bus service**
  Travel for a discounted fare of £1 per journey on presentation of a University Card.