



# UNIVERSITY OF CAMBRIDGE

## CAMbens Employee Benefits



**A summary of the benefits  
package available to  
employees of the  
University of Cambridge.**



For more information, visit our website:

**<https://cambridge.rewardgateway.co.uk>**

# Welcome to CAMbens

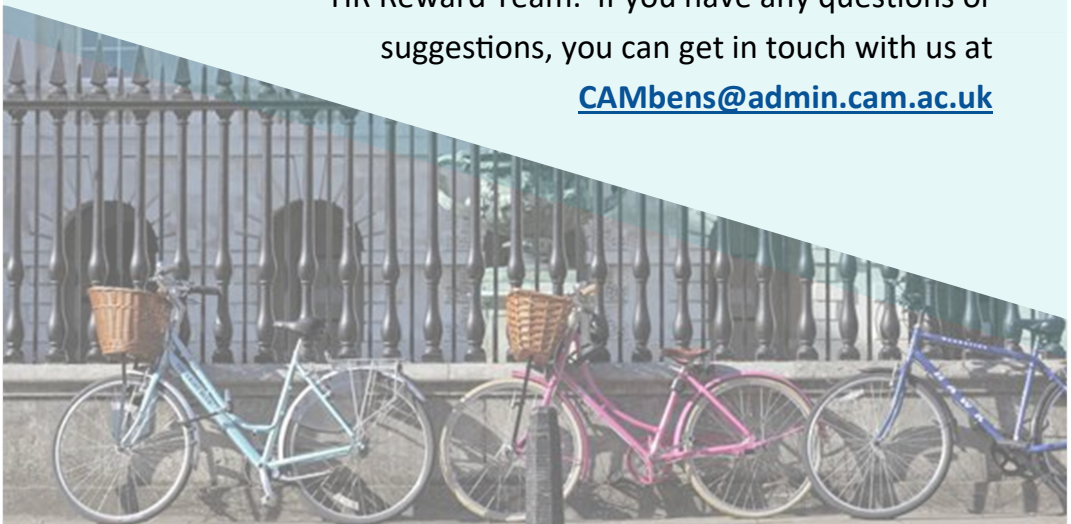
With excellent benefits, extensive learning opportunities, and a stimulating and attractive environment, the University of Cambridge is a great place to work.

The University offers employees a wide range of competitive benefits. This booklet provides an overview of the schemes currently available. For more details on each of the schemes, please visit the SmartHub, our Benefits Portal, which can be accessed here:

<https://cambridge.rewardgateway.co.uk>

The first point of contact for CAMbens is the HR Reward Team. If you have any questions or suggestions, you can get in touch with us at

[CAMbens@admin.cam.ac.uk](mailto:CAMbens@admin.cam.ac.uk)



CAMbens offers something for everyone, including...

**Financial Benefits**

**Relocation and Accommodation Benefits**

**Travel Benefits and Getting Around**

**Family Friendly and Lifestyle Benefits**

**Health and Wellbeing Benefits**

# Financial Benefits

University employees have access to thousands of national and local shopping discounts, as well as an exclusive savings account, a Payroll Giving scheme and highly competitive pension schemes.



## CAMbens Employee Discounts

CAMbens Employee Discounts is an outstanding shopping discounts scheme for University employees. Once registered, you will have access to discounts on all sorts of purchases, from your weekly shop to insurance products, fashion to holidays, gifts to dining out, and plenty more.

## Local Discounts

The University of Cambridge is committed to supporting local businesses, and has agreed a variety of offers and discounts at various businesses in and around Cambridge. Simply showing your University card can save you money at local restaurants, vets, independent retailers, gyms, and on financial and legal advice. A full list of participating businesses can be found on the SmartHub.

## The TOTUM Card



As a staff member of the University, you can purchase a TOTUM card for £14.99, and get access to the same discounts students receive at thousands of high street shops, online stores, eateries, subscriptions and lots more.



## Costco Membership

As a University employees, you are eligible to join Costco as an Individual member (annual membership costs £33.60 including VAT). This gives you access to their quality products at low warehouse prices, plus a variety of member services. Find out more on the SmartHub.



## Payroll Giving

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 gross pay. Donations are taken from employees' pay before tax is deducted, so they receive tax relief on their donation immediately, and at their highest rate of tax.

## Pension Schemes

Depending on your contract of employment, you are eligible to join one of the following pension schemes:

- Universities Superannuation Scheme
- Cambridge University Assistants' Contributory Pension Scheme
- National Health Service Pension Scheme
- Cambridge Colleges' Federated Pension Scheme

For more information, visit the Pensions Section website:

[www.pensions.admin.cam.ac.uk](http://www.pensions.admin.cam.ac.uk)



# Relocation and Accommodation Benefits

We recognise Cambridge can be an expensive place to live, and moving house can be a stressful process. We offer a number of benefits which aim to assist staff with finding accommodation in and around Cambridge.



## Rental Deposit Loan Scheme

Current and prospective staff members have access to the Rental Deposit Loan Scheme which provides an interest-free loan of up to £3,000. The loan can be used for costs including security deposits, first rent payments, and any administration fees associated with moving into privately rented accommodation.

## Shared Equity Scheme

This scheme provides financial assistance to new members of academic or academic-related staff with the purchase of living accommodation in the Cambridge area, where they have to relocate to take up their appointment and encounter difficulties doing so. In this case, the University may pay for a direct share in the equity of a property purchased by a member of staff (and possible co-owner) as their primary residence, i.e. the University will buy the chosen property jointly with the employee. More information on the scheme, including the eligibility criteria, can be found on the SmartHub.

## Visa Loan Scheme

Current and prospective staff members have access to the Visa Loan Scheme, which provides loans of up to £10,000 to use towards meeting the costs associated with Skilled Worker Visas, Global Talent Visas and Settlement (also known as Indefinite Leave to Remain) routes for staff members and their dependants.

## Reimbursement of Relocation Expenses

If you are new to the University and relocating to Cambridge on a centrally funded appointment of two years or more, the University offers a Scheme for the Reimbursement of Relocation Expenses, of up to £8,000.

## The Accommodation Service

The Accommodation Service helps all members of Cambridge University, from students and academics to staff and visiting scholars, to find suitable accommodation. It can advise on rents, letting arrangements and tenancy agreements, as well as information on schools, banking, medical practices and other local facilities.

## Newcomers and Visiting Scholars

This group is run by volunteers, whose aim is to help newly arrived partners and families of Visiting Scholars and Senior Members of the University to settle down in Cambridge, and give them an opportunity to meet local people.



# Travel Benefits and Getting Around

However you choose to travel around Cambridge, we offer schemes to help you out.



## Cycle to Work Scheme



The Cycle to Work scheme encourages alternative travel and reduces our environmental impact. Through the scheme, you can spend between £100 and £3,000 on a new bike and/or safety equipment, spread the cost over a year, and make savings on Tax and National Insurance contributions.

## Travel to Work Loan Scheme

If you are employed by the University for three months or more, you can apply for an interest-free travel to work loan, up to your monthly net pay or £2,500, whichever is the lower. You can use this loan for the purchase of an annual bus or rail season ticket at standard class travel, or to assist with the purchase of a bicycle and associated safety equipment. Repayments are deducted from your pay over ten months.

## Universal Bus



The Universal bus service operates between Addenbrookes, West Cambridge and the Maddingley Park and Ride with an additional stop at the railway station. Discounts apply for University card holders, just show the driver your card and pay just £1 per journey.



## Journey Sharing with Kinto Join

The University has signed up for a trial of the Kinto Join journey sharing app. Staff members can use the app to arrange journey sharing to and from our main sites. The app allows you to provide a lift or catch a lift from another member of staff. You can download the app and use the services regardless of how you currently travel to work.

## Public Transport options

For those who travel by public transport, bus and rail operators have recently introduced tickets to support those returning to the workplace on a flexible basis:

- Flexi Season Tickets for trains, which offer 8 days of travel in a 28-day period, between two named stations.
- Flexi tickets on Stagecoach buses: you can choose bundles of 5 or 10 day passes, allowing you to buy 5 or 10 day passes, and you have 12 months to choose which day to use your bus ticket.



Further details about travel options for University staff are available through the [Sustainability webpages](#), from cycle safety and training to cycle repair stations, bus timetables to car parking, and more. They also now also offer a Travel Advisor Service to help staff explore alternative travel options.

# Family Friendly and Lifestyle Benefits

These pages provide an overview of the benefits available to support you with life outside of work.



## Childcare

Support with childcare is available through the Childcare Office. The University has three Workplace Nurseries, and a Salary Exchange Scheme for staff to benefit from tax and National Insurance savings on their nursery fees. A Holiday Playscheme operates during the state school holiday periods, and the Childcare office also operates an Information Service to support families of the University Community. Visit the Childcare Office website for more information:

[www.childcare.admin.cam.ac.uk](http://www.childcare.admin.cam.ac.uk)

## Family Friendly Leave policies

Family friendly leave is available to assist with employees' work-life balance, including maternity, paternity, adoption, shared parental and emergency leave, as well as unpaid leave for family reasons, and Special Leave.

## Flexible Working

The University is committed to equality of opportunity, and offers Flexible Working with the intention of helping staff balance their commitments and interests outside of work with their contractual responsibilities. Under this policy, the University will consider requests for working flexibly, such as part time working, job sharing and flexitime.

## Things to do in your free time

There are a wide range of recreational facilities available to University employees, including a large number of eating facilities, sports centres, a social club, and attractions to visit, including:

**Botanic Garden:** the University Botanic Garden provides for teaching and research. It has an area of about 40 acres, and contains a large collection of plants of international importance. Plan your visit and view ticket prices\* on their website: <https://www.botanic.cam.ac.uk>

**ADC Theatre:** the Theatre is the centre of University drama in Cambridge. University staff have access to discounted tickets to shows.

**Museums:** including the Fitzwilliam Museum, the Museum of Archaeology and Anthropology, the Museum of Classical Archaeology, the Whipple Museum of the History of Science, the Sedgewick Museum of Earth Sciences, the Museum of Zoology, Kettle's Yard, and the Scott Polar Research Institute.

**University Library:** all members of the University of Cambridge are welcome to use the Library.

**Entry to Colleges (and Kings College Chapel):** you can access the Colleges and Kings College Chapel on presentation of your University Card, and you can be accompanied by two guests.



*\* Please note, the Botanic Garden does not offer discounted tickets to UoC staff.*

# Health and Wellbeing Benefits



The University is committed to providing a healthy and fulfilling working environment and improving the quality of working lives for all staff. These pages set out various benefits and services on offer to employees of the University.

## University Staff Counselling Service

The University Staff Counselling Service is available free of charge to all University staff, and is provided by professionally accredited and widely experienced Counsellors and CBT therapists.

## Cambridge Sport Membership



The University's Sport Centre is equipped with a fitness studio, strength and conditioning room, badminton courts, squash courts, and offers a range of fitness classes, making it one of the best facilities in the area. University employees can receive a 12% discount on memberships.

Discounts are available to staff at some other local gyms and swimming pools, via Local Discounts.



## Wellbeing Webpages

The University's wellbeing strategy aims to support the University's mission and core values of freedom of thought and expression, freedom from discrimination and the recognition that the University's staff are its greatest asset. For further details on wellbeing at Cambridge, visit the Wellbeing webpages.



## Private Medical Insurance

University employees have access to competitive rates on private medical insurance through General and Medical Healthcare. The two available schemes provide a comprehensive and bespoke range of benefits at competitive rates, offering you flexibility and choice.

## Wellbeing Centre

The online Wellbeing Centre provides information, support and tools to help you live a healthier and happier life, because your wellbeing matters. You can find exercise videos to get you moving, quick and easy recipes to cook, videos for guided meditation, and much more.



## Health Shield

Health Shield is a health and wellbeing provider, offering Health Cash Plans to staff members. With six levels of cover to choose from, the plan allows you to claim money back on healthcare expenses such as optical, dental, physiotherapy, specialist consultation fees, as well as offering a number of other benefits.

# What else is on offer



In addition to the benefit schemes described in this booklet, the University offers staff opportunities for reward and progression, professional and career development, and personal development.

Find out more about these, as well as the University's salary scales, annual pay reviews, Equal Pay Reviews and online payslips here:

[www.hr.admin.cam.ac.uk/pay-benefits](http://www.hr.admin.cam.ac.uk/pay-benefits)

## Reward and Progression Schemes

The University operates a number of contribution reward and progression schemes for different staff categories, which run on various timetables. These include:

**Academic Career Pathways (Research and Teaching) Scheme**

**Academic Career Pathways (Teaching and Scholarship) Scheme**

**Contribution Reward Scheme** for Academic Related and Assistant staff in Grades 1 to 11

**Contribution Reward Scheme** for Academic-Related staff in Grade 12

**Contribution Increment Scheme** for Researchers

**Senior Researcher Promotions Scheme**

**Professorial Pay Review**

## Training and Development

The University offers a range of useful services and facilities, including.

**Personal and Professional Development:** PPD provide staff with educational development services throughout the University and its Colleges. This includes a centrally organised programme of staff development activities.

**Language Centre:** the Language Centre offers members of staff language-learning and teaching services for work-related language learning needs.

**University Information Service:** as well as supporting you to get the most out of your computing, UIS offers a wide range of training courses for all staff.

**Institute of Continuing Education:** all members of staff are eligible to participate in the extensive learning programme provided by ICE, and are eligible for a 25% concession fee on many ICE-owned courses.

**University Seminars:** all members of staff are invited to attend any of the lectures and seminars organised by various institutions of the University.

**LinkedIn Learning:** available for all University staff, this resource offers online courses on creative, technical and professional skills, as well as wellbeing and remote working.

## Career Development

The University provides valuable careers support through a number of services.

**University Careers Service:** the Careers Service provides careers advice and information to all current students, as well as postdocs, contract research staff and Cambridge alumni.

**Apprentices:** the University offers exciting opportunities for new and current members of staff to earn while they learn in a world-leading academic institution.

**Leave for career and personal development:** depending on your contract type, you may be eligible to apply for various types of leave, including long-term study leave, sabbatical leave, or an unpaid leave of absence.

For more details on each of the schemes referred to in this booklet, please visit SmartHub, our Benefits Portal, which can be accessed here:

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