Introduction
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 from high street shopping discounts to family friendly benefits, training and development opportunities and much more.

Shopping Discounts
CAMbens Discounts is a shopping discounts scheme for University employees which offers discounts at over 2,000 participating retailers. Employees have access to online and telephone discounts, can receive cash back on purchases and can purchase discounted vouchers and reloadable cards to use in store.

Visit www.cambensdiscounts.co.uk

Local Discounts
There are also a range of discounts available for University employees from local retailers. These include discounts from local restaurants, bookshops, gyms, mobile phone companies, mortgage providers, financial advisors, healthcare insurance providers and many more.

Visit www.admin.cam.ac.uk/offices/hr/staff/benefits and select Local Discounts in the left hand menu.

Family Friendly

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 a tax and NI savings.

Visit www.admin.cam.ac.uk/univ/childcare

Flexible working
The University will consider requests for working flexibly to help employees to fit in with their dependants 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.

Visit www.admin.cam.ac.uk/offices/hr/staff/benefits and select Family Friendly in the left hand menu.

Health
University employees have access to health care cash plans and a discounted BUPA medical scheme, which aim to provide health care at more affordable rates.

Visit www.admin.cam.ac.uk/offices/hr/staff/benefits and select Health in the left hand menu.
Transport

**CAMbens Cars** enables eligible employees to lease a fully insured car for two years from around £190 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 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 salary exchange 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 for University Employees.

**Uni 4 Bus service**
The University part-funds the Uni 4 bus service, which runs via many University sites. University employees can travel for a discounted fare of 80p per journey on presentation of their University Card.

Visit [www.admin.cam.ac.uk/offices/hr/staff/benefits](http://www.admin.cam.ac.uk/offices/hr/staff/benefits) and select Travel in the left hand menu.

**Other Benefits**

**Pensions**
The University offers attractive pensions schemes for employees and a salary exchange arrangement providing tax and National Insurance savings.

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

**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.

Visit [www.admin.cam.ac.uk/offices/hr/staff/benefits/giving](http://www.admin.cam.ac.uk/offices/hr/staff/benefits/giving)

**Wellbeing Support Services**

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

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

**Internal Mediation Service**
The internal Mediation Service provides a supportive structure for employees to resolve interpersonal difficulties and restore positive and productive working relationships.

**Dignity at Work Service**
A confidential support service committed to protecting the dignity of all members of the University community in their work and their interactions with others.

Visit [www.admin.cam.ac.uk/offices/hr/staff/support](http://www.admin.cam.ac.uk/offices/hr/staff/support)

**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.

Visit [www.admin.cam.ac.uk/offices/hr/equality](http://www.admin.cam.ac.uk/offices/hr/equality)

Visit [www.admin.cam.ac.uk/offices/hr/staff/benefits](http://www.admin.cam.ac.uk/offices/hr/staff/benefits)

Visit [www.admin.cam.ac.uk/offices/hr/staff/benefits](http://www.admin.cam.ac.uk/offices/hr/staff/benefits) and select Training and Development

**Training and Development**

Personal and Professional Development provides development opportunities and courses for all University staff. These include face to face sessions, online training modules and webinars. Eligible employees may also apply for financial support to undertake training that will lead to a qualification.

**Other training providers** include the Language Centre, University Computing Service and Institute of Continuing Education. A wide range of lectures and seminars are also available.

Visit [www.admin.cam.ac.uk/offices/hr/staff/benefits](http://www.admin.cam.ac.uk/offices/hr/staff/benefits) and select Training and Development

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