

UNIVERSITY OF THE
WEST of SCOTLAND
UWS

WHY WORK AT UWS?

We welcome and employ people from a diverse range of backgrounds and our roles vary enormously but we're all ambassadors for our University, living the same values and united by the shared ethos that together we make a great community, creating a positive impact in what we do and putting the student experience at the forefront.





Pension

You'll be eligible to join one of our contributory occupational pension schemes. Your contract of employment will specify which defined benefit scheme you're eligible for. Your contribution rates are based on your salary and deducted from gross pay to give tax relief.

All UWS employees are automatically enrolled into either Strathclyde Pension Fund (Professional Support Services staff) or Scottish Teachers Superannuation Scheme (Academic staff).

The benefits that are provided include:

- a pension that increases each year in line with inflation
- a pension payable to your surviving spouse or partner
- a tax free lump sum in exchange for some of your pension
- death in service protection
- an ill health pension paid from any age if you have two years' service but are permanently unable to work
- your employer makes a significant contribution to the cost of the scheme
- the opportunity to top up your pension with Additional Voluntary Contributions (AVC).

Health

We have an active Occupational Health and Physiotherapy provision for all staff across all campuses to access.



Employee Assistance Programme (EAP)



Our 24-hour Employee Assistance Programme offers practical advice in a variety of areas. Professional counsellors are also on hand to provide personal support on a range of issues. This service is also available to family members living with our employees.

Flexible working

Our flexible working schemes include part time working, job sharing and the opportunity to apply for other flexible working hours.



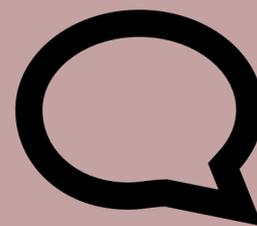
Pay

We offer competitive salaries. Our rates of pay compare favourably both locally and within the sector. In addition, increments are awarded annually to staff on our 51 point pay scale, until the maximum normal point is reached.



Training and development

We offer an extensive range of staff development opportunities and events to support you in your role and to help you reach your full potential.



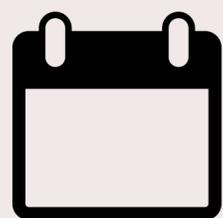
Local staff recognition

Managers can recognise staff at Department or School level through a suite of non-salary related rewards. Local staff recognition rewards are designed to recognise those employees, as individuals or teams, who regularly demonstrate key attributes linked to the UWS "Working with Others" framework.



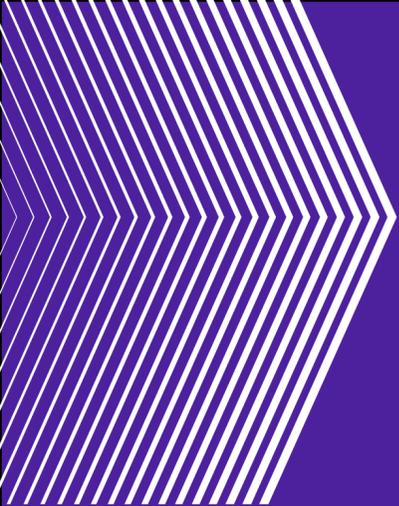
Re-grading and promotions

The University recognises that an employee's role may grow and develop over time as business requirements change. The University is committed to ensuring that roles are correctly graded and that we provide equal pay for work of equal value.



Service recognition

The University appreciates the commitment and loyalty of its staff and acknowledges this by linking length of service to the provision of a number of loyalty rewards for all staff qualifying under the terms of the policy (i.e. those with 10, 20, 25, 35 and 40 years' service).



Holidays

A competitive holiday entitlement is provided. This will vary depending on contract type but will be a minimum of 36 days (which includes 12 public/university holidays) for full time staff. You can also buy additional holidays – full time staff can request to buy up to ten days additional leave per annual leave year. For staff who are part time, the number of additional days is calculated on a pro rata basis.

Festive period closure

Each Christmas and New Year, UWS closes its premises across all campuses. For the majority of staff this means that they are not required to come in to work during this period, giving the opportunity to relax and take a well-earned break over the festive period. For those who are required to work during this time, there will be the opportunity to get back the time and relax at a later date.

Shopping discounts

We offer an on-line shopping platform which gives UWS employees access to retail offers and discounts. Savings on everything from supermarket shopping to meals out and holidays are available for those who wish to register. Discounts are offered from over 3,500 retailers.

Cycle to work

Should you wish to travel to work by bicycle the University has partnered with Cyclescheme to operate the UWS Cycle To Work Programme, giving you the opportunity to get a tax free bike through monthly salary sacrifice payments, saving a minimum of 25% of the cost of a bike.

Car parking

If you come to work by car, you can use the free on-site parking facilities provided by the University at our Scottish campuses (permit/fob required) on a first come basis. Priority allocated spaces are offered to car sharers.

Sports facilities

There are many opportunities for staff to take part in sport and physical activity. All of our campuses have on-site facilities for staff to use.

Onsite spaces of contemplation

Rooms for staff and students to have some time for spiritual or non-spiritual reflection are available at each campus and are available during normal opening hours of the University.

Dining and catering

Our catering facilities across the campuses have become a hub where UWS students and staff can socialise and relax, delivering exceptional value for money.