

STAFF BENEFITS

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OCDEM

Factsheet No.7

Family Friendly Benefits

The University offers a number of family-friendly benefits including family leave (maternity, paternity, adoption, shared parental & unpaid parental leave), a childcare voucher scheme, a nursery fee salary sacrifice scheme and many more. For more information, see Factsheet 19 'Family-Friendly Benefits' or www.rdm.ox.ac.uk/family-friendly-benefits

Flexible Working

Flexible working arrangements can take many forms, from the traditional part-time arrangements, to compressed hours, job-sharing, staggered hours, term-time only working, or working from home. Flexible working can now be requested by all employees, not just those with parental or caring

Maternity and Paternity Leave

Further details on maternity/paternity leave provision and eligibility can be found at www.admin.ox.ac.uk/personnel/durina/family

responsibilities. Please discuss any potential request for flexible working with Lynne Whay or Charlotte Kelly. Details of the formal procedure at www.admin.ox.ac.uk/personnel/durina/flexible/

Informal arrangements may also be possible. Please discuss with your line manager in the first instance prior to notifying your local HR Officer.

Child Care

The University Childcare Services provide support to staff and students with all aspects of childcare to enable parents to make informed decisions that best suits their needs. Information regarding the childcare services can be found at

www.admin.ox.ac.uk/childcare/

Childcare Voucher Scheme

Kidsunlimited Childcare Vouchers can be used for the registered childcare facilities.

Further details can be found at www.admin.ox.ac.uk/childcare/voucherscheme

Holiday Playschemes

The University works in partnership with playscheme providers to support families during the school holiday periods.

Further details can be found at www.admin.ox.ac.uk/childcare/playscheme/

Nursery Fee Salary Sacrifice Scheme

Details of the salary sacrifice scheme for nursery fees can be found at

www.admin.ox.ac.uk/childcare/salarysacrificescheme/

Parenting Organisations

Further details can be found at www.admin.ox.ac.uk/childcare/parentingorg/

Other Benefits

Staff Benefits A – Z

The website below outlines the benefits currently provided by the University for its staff, and gives details of whom to contact for further information. The range of benefits is wide and is continually under review. It is hoped that this guidance will enable staff to take advantage of what is available. Every effort has been made to ensure this information is accurate and reliable. The full list of benefits can be found at

www.admin.ox.ac.uk/personnel/staffinfo/benefits/az/

Financial Benefits / Discounts for Staff

A number of companies are offering discounts to University staff. These range from hotel bookings, airport parking, restaurants, insurance and breakdown cover to mobiles and gifts.

Details can be found at

www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff

Access to University Facilities

On production of a University Card, RDM staff can enjoy free access to the University Arboretum, the Botanic Gardens and Oxford Colleges. University staff can also become members of the University Club for free. For more info, see:

www.admin.ox.ac.uk/personnel/staffinfo/benefits/well-

Oxford Centre for Diabetes, Endocrinology and Metabolism

Private Nurseries

Information on private nurseries can be found at www.admin.ox.ac.uk/eop/parentsandcarersinformation/otherchildcareprovision

Transport

Transport Schemes

The University offers a range of travel schemes and discounts to staff covering bus, train and bicycle travel.

Details can be found at www.admin.ox.ac.uk/personnel/staffinfo/benefits/transport/

In addition any member of University staff with an OUH ID Card may be entitled to purchase bus passes via the JRH Car Parking Office at the Trust's discounted rates.

Details of the Trust's scheme and the process for ordering can be found at <http://orh.oxnet.nhs.uk/Travel/Pages/default.aspx>

Any member of staff who purchases a season ticket via the OUH NHS Trust can also apply for a University loan to cover the cost of the ticket (with repayments over the same lifetime of the season ticket via salary deduction). Details of the scheme are available at www.admin.ox.ac.uk/estates/ourservices/travel/bus/

Car Sharing

The University participates in a formal car sharing scheme.

Details can be found at www.admin.ox.ac.uk/estates/travel/carsharingscheme/

Parking

Parking at the hospital sites is limited. Staff wishing to park at the John Radcliffe or Churchill Hospitals will require an OUH parking permit, which will need to be renewed annually. Application forms can be obtained on-line from <http://orh.oxnet.nhs.uk/Estates/Pages/travel.aspx>

Staff based at the Old Road Campus are eligible to apply for a University parking permit – see <https://www1.admin.ox.ac.uk/estates/oxonly/regspols/standingorders/6carparking/#d.en.43052> for further information.

All staff are eligible to apply for University Off-peak permits which are valid before 7 a.m. and after 4 p.m. every weekday and all day at weekends in any University-controlled car parks, except those for which site-specific permits are issued – see www.admin.ox.ac.uk/estates/ourservices/travel/parking-forms/

Staff Shuttle Bus

There are free shuttle buses which run between the Churchill site and the JR. It is operated on a 'first come, first served' basis and you will be required to show your OUH NHS ID card to be able to use it.

More details and a timetable can be found at <http://orh.oxnet.nhs.uk/ESTATES/Pages/ORHShuttleService.aspx>

Health Care

BUPA offer a discount to University employees. Details can be found at www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff/services/#d.en.107442

Sports Facilities

University staff are eligible to use the University Sports Centre. Details can be found at www.sport.ox.ac.uk/facilities/



For More Information Contact

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