



**UNIVERSITY OF
PORTSMOUTH**

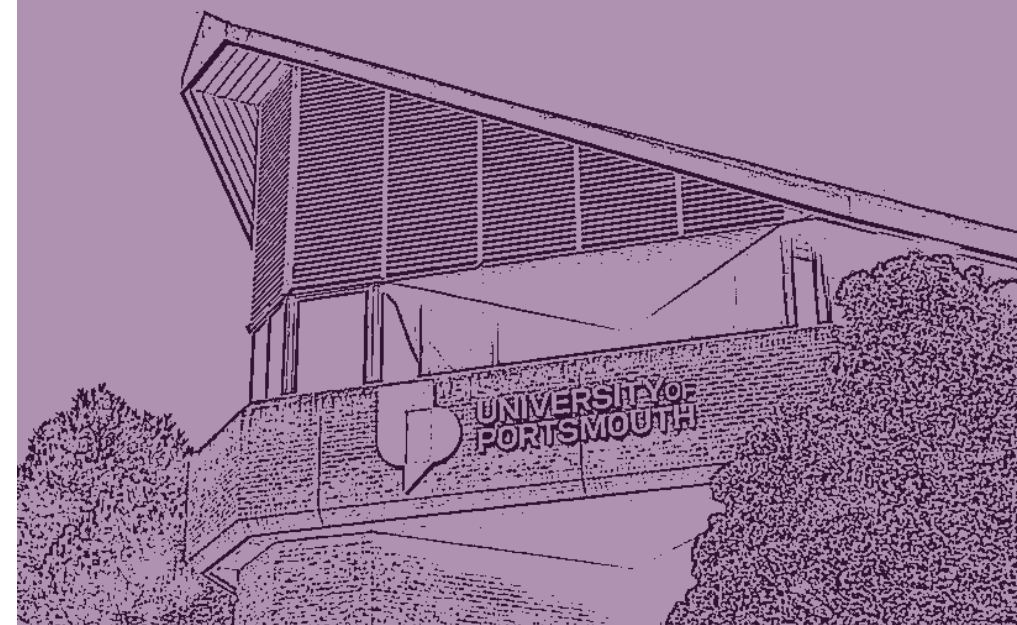
Human Resources

University House
Winston Churchill Avenue
Portsmouth
PO1 2UP
www.port.ac.uk

My Reward and Benefits

Candidate Information Pack

2023



Welcome



Now is an incredibly exciting time to join the University, thank you for expressing an interest in working with us. I am pleased to be the Head of Reward and Recognition. As a University, we are going places; we are ambitious and fast-moving. We aim to be **the top modern University in the UK and within the top 100 in the world, by 2030.**

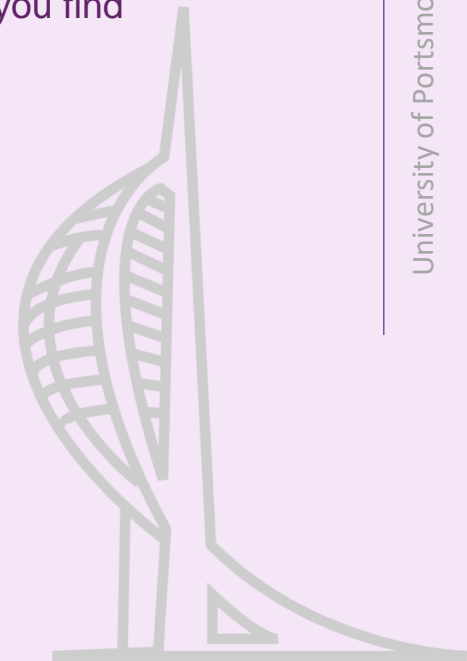
The Reward and Recognition team is here to develop and manage our benefits offering and to support all colleagues in understanding the make up and value of that offering. This short information pack provides a high-level summary of the main elements, which I hope you find useful.

Thank you for the interest that you have shown in joining us; If you would like an informal discussion about any element of our reward and benefits package, please don't hesitate to get in touch with the recruiting manager, or with the Reward and Recognition Team directly (our contact details are shown at the end of this pack). we would love to hear from you.

Best wishes

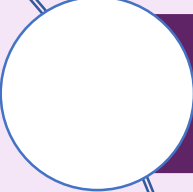
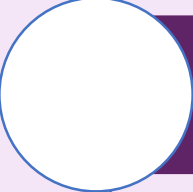
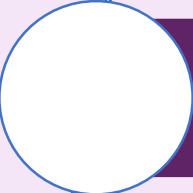
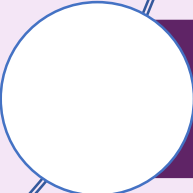
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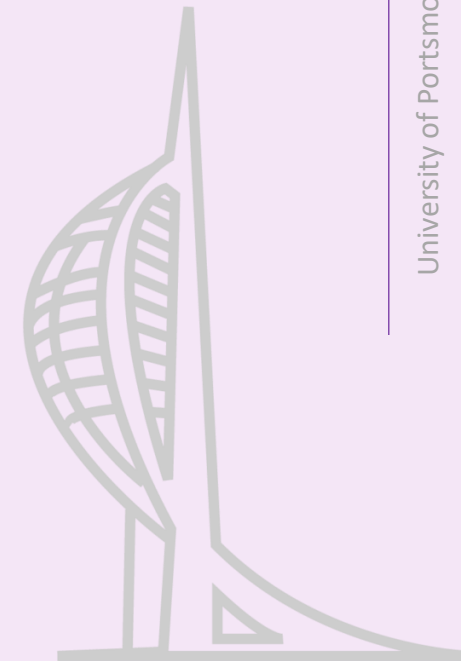
James Morris
Head of Reward & Recognition





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The University of Portsmouth

We exist to be a world-class university; one that makes a difference to the world, through transformational education, research and innovation. But to do great things, it takes more than good intentions.

Three things tie together our plan for the future:

- our ambitious mission,
- our vision for bringing it to life, and
- our values (Ambitious, Responsible, and Open) define the way we work, collaborate and behave.

We've already made giant leaps towards our goals – we're developing our campus with a £400m estates programme and becoming a more sustainable university, and the strategies and plans we have in place are ready to be explored on [our website](#).

Working with us is rewarding in more ways than one. We are a new breed of university in a buzzing, diverse city with plenty of stories to tell, and it's not just our students who enjoy the benefits. We've been awarded an [Athena SWAN bronze award](#) for our commitment to gender equality, and we've got plenty of other [awards and rankings](#) successes to shout about too – but first and foremost, we're here to create bigger and better opportunities for all – our students, our staff and our community.

We're building a brighter future and we're looking for people to help us get there. If that sounds like something you'd love to do, please do get in touch.

Top 35

University in England for Student Satisfaction
(*Sunday Times Good University Guide 2023*)

Top 3

Modern University for Research Power
(*Research Excellence Framework, 2021*)

5* Rating

World-class in all categories
(*QS Top Universities, 2022*)

Top 10

Young Universities in UK
(*Times Higher Education World University Rankings, 2022*)

My Location - Portsmouth

Our campus sit in the heart of the city and is close to both Portsmouth & Southsea and Portsmouth Harbour train stations, and there is an excellent park-and-ride scheme which together make commuting extremely easy. Discounts for train and other forms of travel are available.

Portsmouth is a great waterfront city, with a diverse and vibrant community, packed with amenities and attractions and is situated 70 miles southwest of London and approximately 20 miles southeast of Southampton.

There is plenty here for you, whether your interest is in soaking up the history on display in the Historic Dockyard or having a relaxing lunchtime strolling along the harbour, enjoying some lunch or retail therapy at the south coast's leading designer shopping outlet, Gunwarf Quays, which is less than a 10-minute walk from University House.

Southsea Common and the beach are a little over a mile away and there are many parks and green spaces where you might like to take a stroll or stop and have some lunch.

Granted city status in 1926, Portsmouth is the only English city not on the mainland of Great Britain (as it is mostly situated on Portsea Island).

Portsmouth is possibly the world's best-known port, with a history which can be traced back at least until 'Roman times'. The home of the world's first dry dock, it has been a significant Royal Navy dockyard for centuries. Portsmouth was England's first line of defence during an attempted French invasion in 1545 at the Battle of the Solent, notable for the sinking of the carrack Mary Rose, witnessed by King Henry VIII from Southsea Castle (which, incidentally, is open to the public for free access between April and October each year).

In more recent history, Portsmouth proved pivotal during the Second World War, as a key embarkation point for the D-Day landings. Portsmouth suffered heavy civilian losses as it was bombed extensively during what became known as the 'Portsmouth Blitz'. Further, it was from Portsmouth, in 1982, that the large Royal Navy task force departed, to defend the Falkland Islands





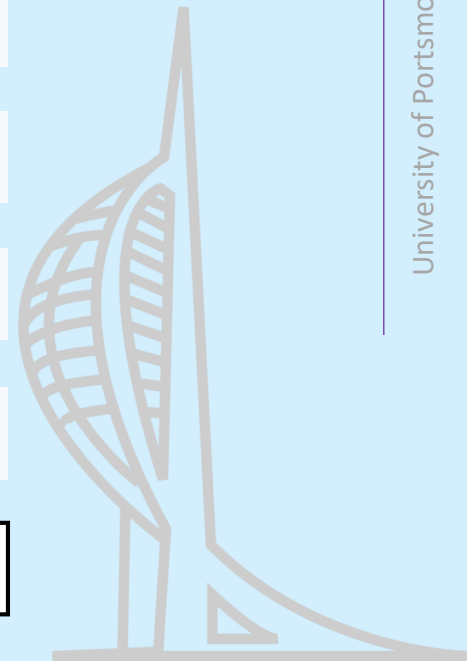
My Benefits

We're always discovering. We don't fit the mould, we break it.

Just as the world keeps moving, so do we. Since the first day we opened our doors, we've looked towards the future. And we're here to help you shape it.

We offer a great working environment, rewarding careers and a wide range of benefits, a flavour of which is provided here

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My Benefits

Reward and Recognition

Celebrating achievement and performance is something you might expect from a Higher Education Institution, and it's certainly something we value at the University of Portsmouth:



Competitive Salary

We offer a competitive salary, and a range of role and responsibility-specific allowances, recognising particular working arrangements (such as unsocial hours working)



Annual Incremental Progression

Your salary is subject to annual review and incremental progression within your pay scale, recognising the additional experience you will build during your career. That experience and commitment are also recognised through our long service awards



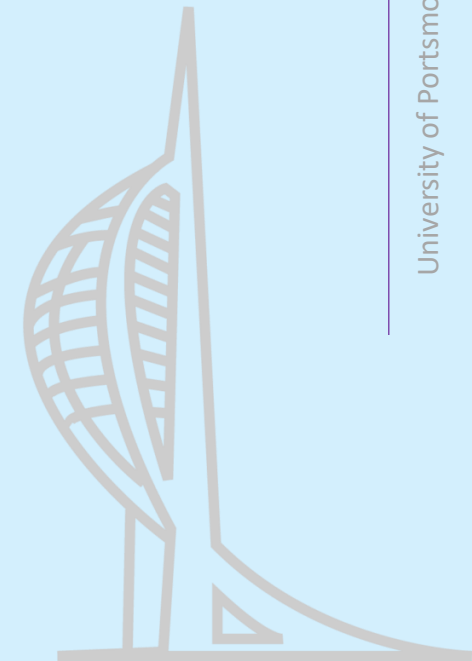
Cash Recognition Awards

We offer in-year cash Recognition Awards to acknowledge, celebrate and reward both individuals and teams who have 'gone the extra mile', excelled in their roles and achieved exceptional performance



Vice Chancellor's Awards

Our Vice Chancellor's Awards for Excellence programme brings together our whole community to celebrate students, staff, alumni and members of the wider community who have made an exceptional contribution to the University, its values, its ambition and its success, as set out in our strategy



My Benefits

Health and Wellbeing

The health and well-being of our whole University community is critically important to us. You will have access to a range of benefits which promote your mental and physical health and well-being, including:



Access to a **Free 24/7 Doctor Line**. This service enables you to have a consultation with a UK registered doctor who can provide advice and guidance, offer a diagnosis if appropriate and issue a prescription for any medications which may be advised.



Free access to our **Employee Assistance Programme (EAP)** which offers many resources, including a confidential helpline for advice, support and onward referral, when appropriate



Exceptional value membership all of our leading **gym and sports facilities**, including our new Ravelin Sports complex which offers unparalleled facilities (including a 25m 8 lane swimming pool, 175 station fitness suite, climbing wall, ski simulator, café and a community orchard, to name but a few of the highlights)



Free eye tests and contribution to the cost of glasses (where required for DSE use); discounts on the purchase of glasses and contact lenses,



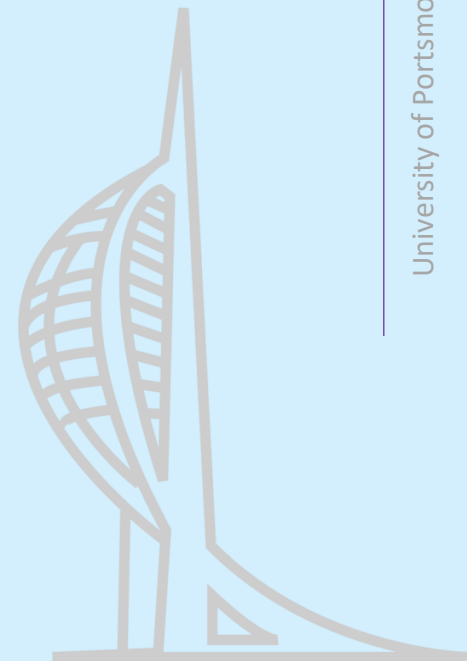
A **chaplaincy service** which offers a compassionate ear to all, of any faith and of none and a sanctuary room as a quiet place for reflection and prayer or simply to take a little time out of the hubbub of life; we also have two Islamic prayer rooms (including ablution facilities)



Accessible **Occupational Health support**. The team can able to provide expert advice and guidance if your work is impacting your health and well-being (or vice versa)



Access to **discounted Private Medical Insurance**, via UniHealth



My Benefits

Travel and Sustainability

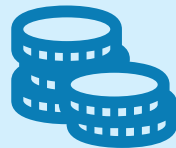
Environmental sustainability is a strategic priority for us and we are one of only a handful of universities to set ourselves the ambitious target of becoming a climate-positive university by 2030. We're one of only a handful of universities to set such an ambitious target. Each of us can play our part in achieving a low-carbon future to minimise our impact on the environment and we aim to support this in a number of ways, including:



Membership of the EasitPORTSMOUTH scheme, which offers you, in return for a small annual fee (currently £5.35) access to (a) **15% discount on rail tickets** (including season tickets); (b) a carshare portal where you can offer or seek a car share partner(s); (c) discounts via Enterprise CarClub, Halfords, Brompton Bike Hire and others; and, (d) the ability to try cycling to work, by having access to a loan bicycle



A **Salary Sacrifice Cycle to Work Scheme**, offering significant savings as the cost is deducted before tax and national insurance (e.g. on a cycle costing £500, a saving of over £200 can be achieved)



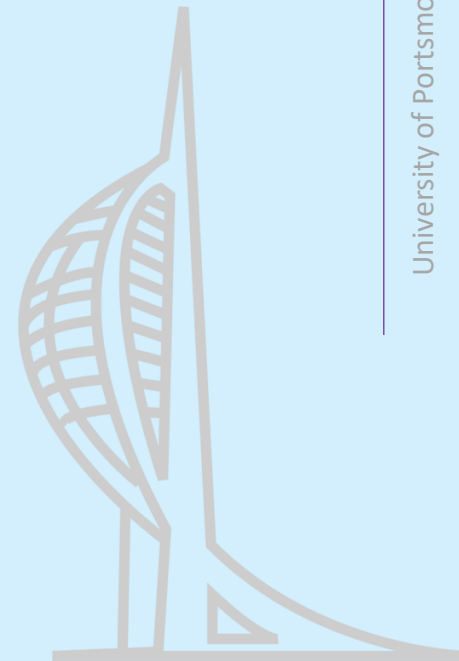
Discounts are available for a wide range of travel and transport options via our **MyDiscounts platform**



Bus travel discounts (a) 40% discount with FirstBus Commuter Club (Free) membership; (b) free use of the University Bus service and (c) Access to Park & Ride (PR1 Service) for as little as £2 per day, covering parking and return bus travel



A 10% **discount on season tickets** with Gosport Ferries



My Benefits

Growth, Personal & Professional Development

We exist to be a world-class university; one that makes a difference to the world, through transformational education, research and innovation, we prize and champion the development and personal and professional growth of our people, in very many ways, for example:



A comprehensive induction to the University and to your role



Discounts on University Tuition fees for all staff and the children of staff. Plus free access to courses to learn a new language



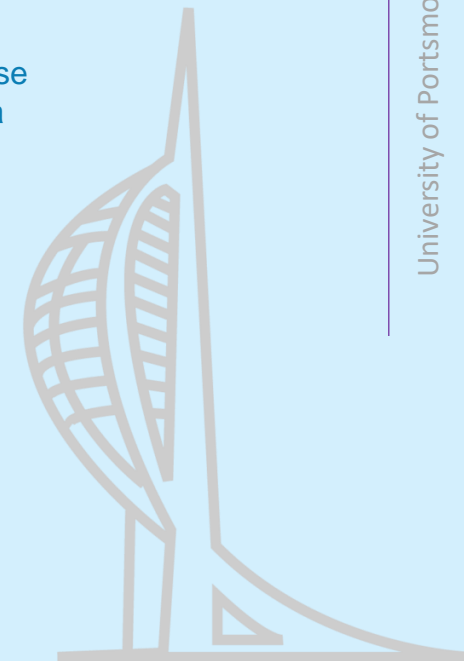
Access to free course spaces to **Learn a Language**



A comprehensive learning and development offering. We actively promote the use of mentoring, self-directed learning, experiential learning, job shadowing, exchanges and conferences in addition to scholarship and course-based learning to encourage a culture of continuous professional development for all staff.



Free access to our excellent Library services, and other educational resources such as LinkedIn Learning to support your continuous development



My Benefits

Financial Benefits

Financial wellbeing forms an integral part of our commitment to creating and maintaining a healthy workplace community where our people can flourish, reach their potential, and make significant contributions to their success of the university. This is an area which we are actively exploring what more we can offer and (in addition to salary and incremental progression) which we currently support in the following ways:



High-quality pension provision, enabling long-term financial planning and providing benefits in the event of an inability to work, due to ill health. Depending upon your role and circumstances, you will join one of our exceptional Defined Benefit schemes.

- [Teachers' Pension Scheme](#)
- [Local Government Pension Scheme](#)
- [National Health Service Pension Scheme](#)



Life Insurance cover, even if not a member of the pension scheme



Salary sacrifice schemes to facilitate the Cycle-to-Work initiative, which allows you to pay for a bicycle from gross pay, enabling you to make significant savings in tax and national insurance



A wide variety of discount schemes, reducing the costs of everyday and special purchases



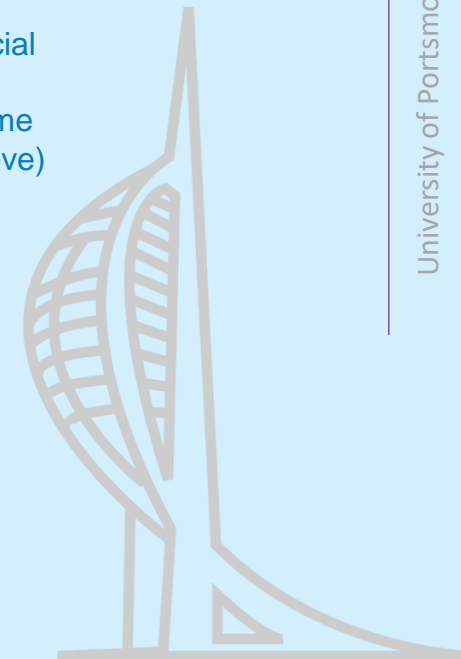
Free access to leading Software, including e.g Adobe Creative Cloud or Microsoft 365



Guidance and support on financial matters is provided via our Employee Assistance Programme (See, [Health and Wellbeing](#), above)



Access to a free professional Will Writing service for yourself and your partner or spouse



My Benefits

Work-Life Flexibility and Community Building

We are a community. We care about and depend upon each other for our success, so we work hard to build our community and to ensure that we are all included. We also recognise that we need to balance time at work with spent time with our families, friends and loved ones, investing in ourselves and our personal relationships. We support this by providing:



A generous Annual Leave allowance of 32 - 35 days per year, from day one, depending on your role



Excellent family leave arrangements (Maternity, Paternity and Adoption leave); supported by excellent family leave pay arrangements



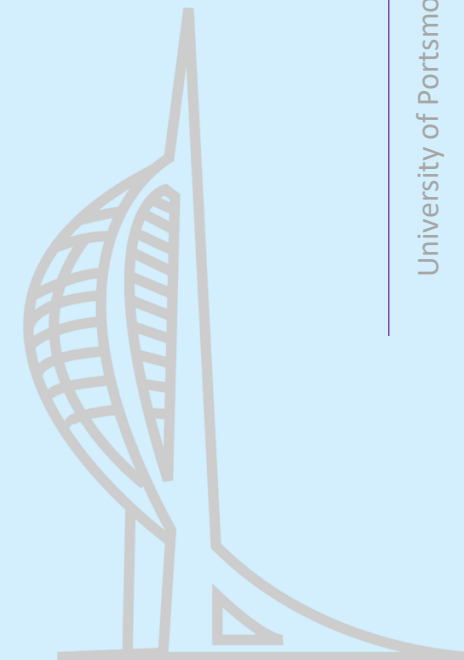
8 Paid public holidays



A flexible approach to work location, where 3 days are worked onsite and up to 2 days from home (though you may wish, initially, to work more onsite, in order to build the relationships that will be essential for success in this role)



Paid closure days (the University is closed from 24th December to 1st January (inclusive))



COMING SOON

My Benefits

Coming Soon

We are going through a process of growing, maturing and modernising our reward and benefits offer and already have some really exciting developments planned



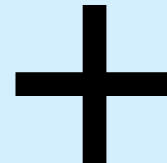
An Electric and Hybrid car scheme, via salary sacrifice, enabling you to save money, whilst helping the environment



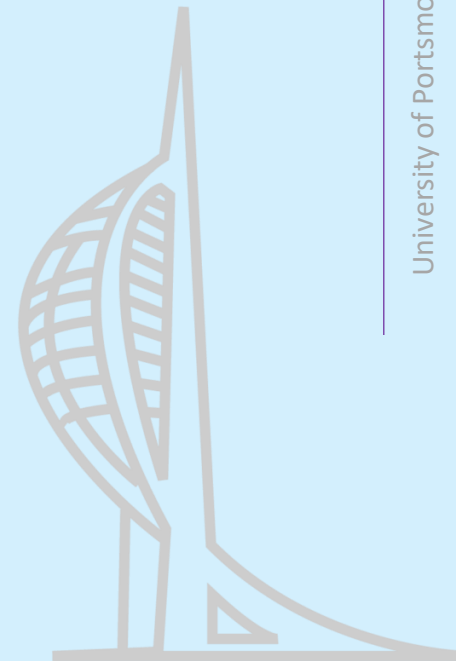
We will soon be announcing some exciting changes to family leave provision and ways in which we can support families



Shared Cost Additional Voluntary Contributions (SCAVCs) – a really great cost-effective way of saving for your retirement, via a salary sacrifice model, meaning that the SCAVCs not only attract tax relief, but also no National Insurance is paid on them!



There are many other areas that we are exploring and hope that you will soon be part of shaping what comes next!



Further Information

The Role

If you would like to have an informal discussion about this role, or if you have any questions, please do not hesitate to get in touch with the recruiting manager.

The Reward and Benefits

If you have any questions about the reward and benefits on offer, please don't hesitate to contact the Reward and Recognition Team, using the details below:

Reward and Recognition Team – Reward@Port.ac.uk

James Morris

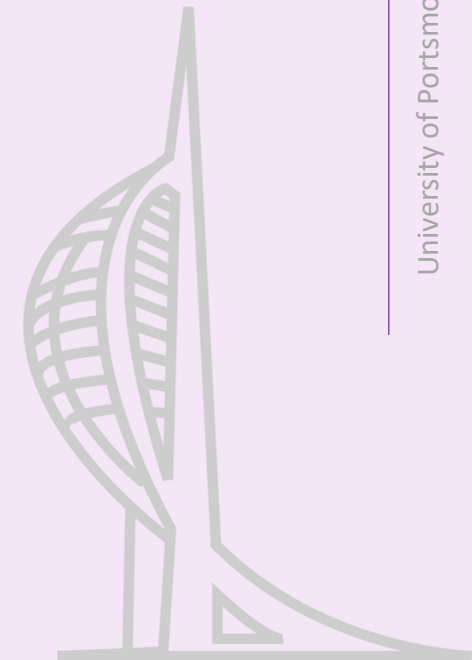
Head of Reward & Recognition

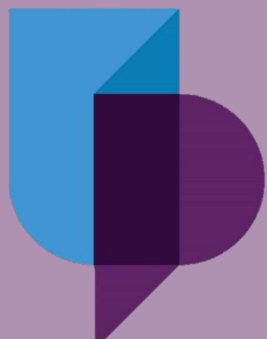
James.Morris@port.ac.uk



You can find out all about the University and our ambitious plans at our website:

www.port.ac.uk/about-us





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