

# Benefits of Working at CRC

Detailed below are the benefits you receive as a Staff member at Cambridge Regional College. For more details on these, please contact the websites and telephone numbers provided.

**Financial Benefits** – Pension Schemes, Childcare Vouchers, CRC Advantage Discount Scheme, Staff Purchase Scheme, Golden Hellos, Key Worker Housing

**Health and Welfare** – Free Membership to Healthcare Scheme, Annual flu vaccinations, Discounted Medical Health Screenings, Free use of College Gym/Fitness facilities, Occupational Health Support, Eye Care Scheme, College Counsellors

**Getting to Work** – Free on site parking, free transport between campuses and surrounding villages, Car Share Scheme with the local Council, locally agreed flexible working

**Other Benefits** – Discounted CRC courses, Learning Shop, Learning Resources Centre, Careers Advice, Sports & Social Club, Discounted hair & beauty treatment, Discounted staff lunches, GEM recognition scheme.

## **FINANCIAL BENEFITS**

### **Pension Schemes**

The College offers membership of 2 pension schemes:  
Local Government Pension Scheme (LGPS) and Teachers Pension Scheme (TP)

The LGPS is open to those staff who undertake Support roles or those on an APT&C contract. Currently within this scheme, the College contributes 14.9% and the employee is 5.5% to 7.5% depending on salary level.

The TP is open to those staff members on a Lecturers contract within the College. Currently within this scheme, the College contributes 14.1% and the Employee 6.4%.

Both schemes provide options for staff members to make additional contributions to the schemes. For more information on this or any other query, please contact the schemes at the number below:

**LGPS – 01223 717444**  
**TP - 0845 6066166 [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)**

### **Childcare Vouchers**

Are you using any of the following types of childcare provision? Children's Day Nursery, Childminders, Before & After School Clubs, Holiday Schemes. Is your child aged between 0 to 16 years? If the answer is YES, then you could benefit by using Busy Bees Childcare Vouchers to pay for your childcare. This new childcare voucher scheme is operated by Busy Bees in association with Cambridge Regional College. Busy Bees are the largest provider of childcare vouchers in the UK.

Childcare Vouchers are **Non-Taxable & exempt from National Insurance**.

Parents using Childcare Vouchers for childcare costs can purchase up to the value of £55 per week (£243 per month) per parent in order to pay their childcare costs.

This means that the employee is getting £55 of their weekly salary NI and tax free. If the full annual amount is sacrificed this results in a benefit for employees of £962 per year for lower tax rate payers and £1,196 for higher tax rate payers.

A significant benefit of the scheme is that the vouchers are not restricted to one parent alone. If your partner's employers are registered for childcare vouchers, you can both claim. This means potentially parents can order up to £486 per month in Childcare Vouchers.

Vouchers are bought on-line in advance and can be **spent within one year** of purchase. Monthly deductions are made via payroll. Employees who are currently paying for childcare simply receive childcare vouchers as part of their salary.

The choice of childcare remains with the employee and Busy Bees Childcare Vouchers are widely accepted by day nurseries, childminders, nannies and holiday and out of school schemes. If you use a child carer who is not registered with Busy Bees it is a simple process for them to register and they should contact Busy Bees on 08000 430 860. There are no charges to the child carer.

**To download a copy of the Busy Bees information pack please log on to [www.busybees.com](http://www.busybees.com)**

**FOR MORE INFORMATION AND TO REGISTER WITH BUSY BEES, PLEASE CONTACT BUSY BEES ON THEIR DEDICATED FREEFONE NUMBER 08000 430 860.**

### **CRC Advantage - Employee Discount and Saving Scheme**



CRC Advantage offers a huge range of over 1500 discounts, Cashback and Savings from retailers including: **lastminute.com, HMV, Marks & Spencer, John Lewis, Comet** and hundreds more - to many niche suppliers like **Links of London, Lovefilm and Cotswold Outdoor Clothing**.

You'll find more savings with deals on everyday shopping, car, home, travel and pet insurance, holidays and flights, broadband, mobiles – in fact, just about everything. The savings come through a great combination of discounts, plus a Cashback payment on purchases from many retailers.

Over 30 retailers are in our shopping voucher scheme, each will give you a percentage free every time you order. Choose from House of Fraser (11% extra free), Comet (10% extra free), John Lewis (7.5% extra free), Boots (7.5% extra free), ASDA (5% extra free), Halfords (8% extra free) and many more!

You can purchase vouchers through the website or by calling the Helpdesk. Every time you order you'll receive a percentage free, which you can then go and spend in store.

Just call the Helpdesk on 0845 259 1171 [PIN 293] (Monday to Friday, 8am-8pm and Saturday, 10am - 4pm, excluding Bank Holidays) for a full list of vouchers available or to place an order.

#### **Earn Cashback**

Cashback is like a loyalty card with three really big advantages:

- You can earn Cashback by shopping online through [www.crcadvantage.co.uk](http://www.crcadvantage.co.uk)
- No messing around with points or catalogues- you just earn straightforward cash that you can withdraw to spend on whatever you want, wherever you want.
- As soon as you have £10 Cashback or more you can withdraw it as a cheque or transfer it direct to your bank account.

## **Staff Purchase Scheme**

If you need to purchase a new computer/equipment, why not take advantage of our staff purchase scheme. You will benefit from an interest free loan and also competitive prices from the College's suppliers. The purchase has to be to the value of £250 or over. Although this is predominantly used to purchase PC's and equipment, there is a possibility that other products can be bought via this scheme. For more information, please call the Finance office on ext 6485.

## **Golden Hellos**

Golden Hellos are available to teachers who have completed their first year of teaching, are in their second year of teaching and contracted for a further term or more. They provide a one-off payment of up to £4,000 to new teachers in designated shortage subject areas in England. (£5,000 for teachers of pure mathematics, science or construction) The initiative is administered by the Learning and Skills Council. For more information and an application form please logon to:- [www.teachernet.gov.uk/professionaldevelopment/careers/post16/fegoldenhellos/](http://www.teachernet.gov.uk/professionaldevelopment/careers/post16/fegoldenhellos/)

## **Key Worker Housing**

Keyhomes East (KHE) provides key public sector workers with access to affordable housing in the East of England. This help is available where the high cost of housing is affecting employers' ability to recruit and keep staff. Opportunities are also available to rent homes at affordable prices. Eligibility criteria varies across regions depending on local recruitment and retention priorities. For further information please logon to [www.keyhomes-east.org.uk](http://www.keyhomes-east.org.uk) or call 0845 456 6757.

## **HEALTH AND WELFARE**

### **Free Membership to Healthcare Scheme**

The college has membership to Benenden Healthcare for all employees. The benefit is free to you with all costs being funded by the College. Benenden is not a private Healthcare insurance scheme but is an excellent healthcare scheme to complement treatment available to you on the NHS. The scheme covers you for the full cost of medical treatment and surgery provided in regional surgical centres – allowing you to access treatment and surgery more quickly. If you wish to extend your cover to provide for your family members you can do this direct with Benenden at a cost of only £65.00 per person per year regardless of age. To find out more information on the scheme please refer to the Benenden website [www.benenden.org.uk](http://www.benenden.org.uk) or call them on 0870 7545 700.

### **Annual Flu Vaccinations**

The College provides flu vaccinations annually (usually in November) free of charge to all staff.

There is evidence that regular flu vaccination each winter helps your body to build up immunity to a number of other viral infections.

Flu is at its peak in the winter months so you need to be vaccinated before winter sets in. Immunity lasts until long after the peak season for flu has passed.

The vaccinations are provided by a company called Doctorcall who are Britain's leading mobile vaccination specialist. They are fully approved by the Healthcare Commission which regulates the quality and value of medical treatment in Britain. The vaccinations are administered here at CRC in our medical room.

If you would like more information, please look at the Doctorcall website [www.doctorcall.co.uk](http://www.doctorcall.co.uk) and click on 'Vaccinations'".

## **Opportunity to have a full medical health check at a discounted rate**

Health screening usually costs in excess of £200 and has to be conducted at a private hospital or clinic. We are able to offer staff a high quality Workplace Health Screening by an external provider.

A full health screening costs £49.50 per person and takes approximately 30 minutes. The screenings are:-

- Conducted during working hours
- Completely confidential - results are sent to your home
- Conducted by a nurse and reviewed by a leading Occupational Health Consultant
- The very latest equipment is used to ensure that only a finger prick of blood is required
- The only clothing that needs to be removed is your shoes and socks
- The fitness test entails stepping up and down on a step box for 3 minutes to allow the nurse to calculate the differential between resting and active pulse rates

The screening includes:-

Blood Pressure Check, Cholesterol Test, Diabetes Test, Body Mass Index, Body Fat Percentage, Visceral Fat Test, Metabolic Rate Test, Bone Mass Assessment, Body Water Test, Lung Function Test, Urinalysis, Acid/alkaline Test, Health Fitness Test, Nutrition Assessment

Any member of staff wishing to purchase a screening should contact Annette Brady in Human Resources who, upon sufficient demand, will arrange for the provider to come on site to undertake the screenings.

## **Free use of College Gym/Fitness facilities**

All employees have **free** access to the College's newly refurbished Dynamix fitness suite, squash, badminton and fitness classes. So whether you are currently a fitness fan or want to commit to get fit, you can find out more information by contacting the College Sports Centre on ext 8280.

## **Occupational Health Support**

The College invests in an on site Occupational Health service. This service is available to assist staff with health issues which may arise during the course of their employment. Appointments are made via a referral process through your line manager and the Human Resources Department.

## **Eye Care Scheme**

Cambridge Regional College complies with the Health & Safety (Display Screen Equipment) Regulations 1992. As an employee of CRC designated screen users have a statutory right to request a free eyesight test. A user is defined as someone who habitually uses display screen equipment as a significant part of his or her normal work. Free eye tests can be applied for by contacting Jeff Moody, Health & Safety Officer on x 8282 who supplies full information of the College's preferred opticians and a voucher to cover the cost of the test. CRC can contribute £40 towards the cost of the lenses purchased. No contribution is made to frames.

## **Access to College Counsellor's\*\***

Should you require someone independent to talk to about personal matters or issues, you have access to the College Counsellor's on a confidential basis who can be accessed where recommended by the College's Occupational Health Advisor.

## **GETTING TO WORK**

### **Free on site parking**

Unlike other companies based in Cambridge, CRC can provide free parking to staff on a first come first served basis at both the Science Park and also the City Centre campus. This arrangement is based on availability and therefore parking cannot be guaranteed.

### **Free Transport between campuses & surrounding villages**

To help ease the commute to work, staff are able to travel for free (upon presentation of staff ID badge and where available) on the College buses during term time. This also includes use of the shuttle bus between sites and also to the Cambridge train station. For information on times and routes, the facilities page on the intranet and the **Facilities helpline on ext 8526** can assist.

### **Cambridge Car Share - CamShare**

Cambridge Regional College is a member of CamShare, the car share database scheme which is operated by the college through Cambridge Council. The idea of the scheme is for staff to reduce their carbon emissions, reduce traffic congestion and generally be eco-friendly by car-sharing when travelling to/from work. If you would like to join the scheme, just visit [www.Camshare.co.uk](http://www.Camshare.co.uk) and log in through the registration details option. You will be asked to go through a series of questions looking at your journey start and finish point, music preferences and frequency of journey to find suitable car sharers.

### **Locally agreed flexible working**

Where appropriate, and in consideration of the College's operational requirements, locally agreed flexible working practices can be put in place. If you have a particular requirement to work flexibly, you should speak to your Line Manager who can discuss this further with you.

## **OTHER BENEFITS**

### **Discounted CRC Courses**

Discounts are available for yourself, your partner and your children should you wish to undertake a course at CRC. If you want to undertake a course that is work related, speak to your Line Manager, as you may be able to carry out this as Staff Development training. For any other course, you will receive 50% discount off tuition fees and pay the exam fee. Unfortunately, this does not apply to those courses which come under Community Provision.

### **Access to the Learning Shop**

If you would like to update or gain more computer skills, as a member of CRC staff you have access to free courses at the Learning Shop. You can study flexibly and the Learning Shop is open 60 hours per week and has provision at both the City Centre and Science Park campuses. For more information, please contact the Learning Shop on ext 2297/6360.

### **Access to the Learning Resource Centre**

Whether you need resources for work purposes or leisure, as a staff member you have access to the Learning Resources Centre (LRC) at both the Science Park and City centre campuses, on production of your ID badge. For more details on the **LRC please contact ext 8216/2238**.

## **Careers Advice\*\***

Should you be at a crossroads in your career or just want to see what careers might be available to you, you have access to the Careers advisors and resources at CRC.

## **Membership of the Sports and Social Club**

When you join CRC you automatically become a member of the Sports and Social club. The Committee arranges a number of social, leisure and sporting events for staff to take advantage of, including trips to London shows, Christmas shopping trips and quiz nights. More events are planned for this academic year so watch out for the emails to find out what's on offer.

## **Discounted Hair & Beauty Treatments and Products**

If you want to pamper yourself at a fraction of the usual cost, our Hair and Beauty salon offer a range of treatments, service and products at competitive prices. For more information on services and to book appointments, please visit <http://www.camre.ac.uk/riverside-studios.html> or call ext

## **Discounted staff lunches at Riverside Restaurant at the City Centre Campus**

Three course staff lunches are available at a discounted rate regularly at the Riverside Restaurant in addition to the theme nights, which take place on various Thursday's throughout the year. Bookings can be made by contacting ext 2300 and watch out for the emails.

## **GEM Recognition Scheme (Going the Extra Mile)**

The GEM scheme has been designed by a group of staff from across the College to enable staff to nominate outstanding colleagues who you think deserve extra acknowledgment for their work. For example ... has someone played an exceptionally vital role in a team event/cross college project? – Has someone shown a high level of customer care/focus in undertaking their role or task and exceeded customer expectations? - Has someone shown an extremely high degree of flexibility in undertaking a task/getting the job done or has someone within their job role raised the quality of a particular service – have they inspired you..... If you would like to nominate a particular person they could receive a prize worth up to £100. Nomination cards can be found at Reception at the City Centre and Science Park campuses, outside the Human Resources office or on the intranet.

\*\*The above are services predominantly provided for students, they are however, accessible to staff where available.

## **DISCOUNTS WITH LOCAL COMPANIES**

### **Andrew McCulloch TV/Video**

Stores at Nuffield road, Norfolk Street & Arbury Court  
[www.andrew-mcculloch.co.uk](http://www.andrew-mcculloch.co.uk) Tel – 01223 426766

10% discount is offered on the following products  
Home domestic appliances  
Small kitchen appliances  
Home entertainment  
Photo processing  
Repairs to home entertainment products  
Rental of home entertainment and domestic appliances

Please note that the discount does not apply to internet price matching or similar promotions, nor does it apply to interest free transactions.

## **Heffers**

Stores at Trinity Street

Tel – 01223 568551

Contact is David Robinson.

On production of your college ID badge, Heffers are working with the College to provide a 10% discount on its products. This includes discount at its Trinity Street branch but not the sound store or Heffers Art/Graphics shop, which is not now owned by Heffers. This offer is not available through Heffers internet service.

## **Johnstones Leyland Decorating Centre**

25% Discount off paint and materials

Johnstones Leyland Decorating Centre

Unit 22 Coral Park Industrial Estate

Henley Road

Cambridge

CB1 3EA

Tel: 01223 364521

**To obtain this discount you will need to show your CRC ID badge.**

## **Montbretia Motors**

Quality Servicing, Repairs, MOT's/MOT Preps, Welding, All makes & models, Renault Specialist

**10% Discount on servicing and repairs (this excludes tyres)**

Montbretia Motors

Units 1 & 2 Swann Road

Cambridge

CB5 8JZ

Call Teggy or John on: 01223 311711 or 07768 932477      [www.montbretiamotors.com](http://www.montbretiamotors.com)

Discount applied on production of your CRC ID badge.

## **Ridgeons**

### **Timber & Builders Merchants**

Between 10% and 20% off the purchase price, when paying with CASH.

Save money on Home Improvements & DIY

Collect a cash discount card from HR Reception and present when purchasing goods.

Ridgeons have premises at Nuffield Road & Cromwell Road, Cambridge on 01223 466000, Ashdown Road, Saffron Walden 01799 583000 and Studlands Park Avenue, Newmarket 01638 666900.

## **Townsend's Light Blue Cycle Centre**

10% Discount on cycles, accessories & repairs (this excludes special offers)

Townsend's Light Blue Cycle Centre  
72 Chesterton Road  
Cambridge  
CB4 1EP

Tel: 01223 315845  
[www.lightblue.co.uk](http://www.lightblue.co.uk)

**To receive this discount you need to show your CRC ID badge, discounts cannot be given retrospectively.**

## **Greens – Health & Fitness**

[www.greenonline.co.uk](http://www.greenonline.co.uk)  
213 Cromwell Road, Cambridge tel 01223 868102  
Contact - Tracy O'Leary [Tracy.O'Leary@greens-fitness.com]

Offer is £49 per month (a saving of £6 per month). The joining fee is also waived saving you £25. Alternatively, if you don't wish to commit to 12 months, you can take out a flexible membership for £49 per month with a small joining fee.

## **The Atrium Gym**

[www.atriumclub.com](http://www.atriumclub.com)  
64 Newmarket Road Tel 01223 522522  
Contact is Emma [emma@atriumclub.com]  
Based at Newmarket Road, the Atrium club can offer the following discount to CRC employees:  
£34 per month as opposed to the full time rate of £42  
£49 joining fee.

***Please note that with the exception of the Pension Scheme provision, all other benefits are not contractual and are provided at the discretion of Cambridge Regional College.***