

# **YOUR REWARD AND BENEFITS**

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**Manchester Metropolitan University is an ambitious university and an inspiring place to work.**

We're one of the largest universities in the UK and located at the heart of a vibrant and exciting city.\*

These are just some of the benefits, rewards and opportunities available to you as a member of our community.

*\*11th of 170 HE providers for total number of students (HESA 2020/21)*





## 1. Pay and reward

Receive a competitive salary recognising your skills and experience and benefit from national pay awards and a pay increase in August each year - for colleagues who join us before 1 May - until you reach the top of your pay scale.

There is also a contribution zone scheme open to colleagues at the top of their grade going above and beyond their role.

The University has introduced a new staff bonus scheme, to recognise staff whose exceptional performance and contribution is helping deliver the University's strategy and associated plans.

The bonus scheme will sit alongside the University's existing recognition activities, such as the Contribution Zone scheme and the Staff Awards, and forms part of our overall package of reward improvements.

For our academic colleagues, we offer career progression through the Academic Career Pathways and support for progressing from Lecturer to Senior Lecturer, Reader and Professor.

## 2. Pension

Build up a guaranteed pension for life and have the peace of mind of life cover of 3x your salary. By opting into our pension schemes, you will receive an average 22% employer contribution.

## 3. Recognition

Our annual staff awards recognise outstanding contributions from individuals and teams. This peer-led programme showcases the talent and commitment of colleagues and is an opportunity for us to come together and celebrate as one community at our live awards ceremony.

## 4. Holiday entitlement

Enjoy 25 days annual leave (increasing to 30 after 5 years' service) at Grades 1-7 and 35 days per year at Grades 8 and above (pro rata for part-time staff) plus Bank Holidays and discretionary Christmas closure days.

## 5. Health and wellbeing

Access to free and confidential counselling, financial and legal advice and wellbeing support 24/7, 365 days a year through our external provider LifeWorks.

Receive Occupational Health support through our external provider HealthWork.

Wellbeing training, guidance and resources are accessible to all staff via the intranet.

## 6. Work-life balance

Benefit from flexible working opportunities, working family and caring arrangements, with enhanced maternity, paternity, adoption and parental leave, and supportive sickness absence pay. Take advantage of working from our vibrant modern campus, or for some Professional Services roles, a blend of remote and on-campus through our hybrid working scheme.

## 7. Equality, Diversity and Inclusion

We are committed to advancing equality, diversity and inclusion (EDI) for all of our communities, striving to create a positive culture of inclusion for all.

Our Staff equality forums: provide a voice for University staff members to engage with and consult on equality, diversity and inclusion related matters.

Our accessible campus: our inclusive facilities include quiet spaces across campus to provide a comfortable environment for colleagues and students.

The Chaplaincy service offers spiritual help, friendship and support, confidential advice, prayer and study and information on places of worship for all faiths.

EDI Talent Programmes: our leadership development programmes support you to develop your leadership skills.

## 8. Development

You'll gain free access to LinkedIn Learning, leadership development, digital skills workshops, carbon literacy training, regular learning sessions, lectures and events, role-specific training and discounted language classes all year round.

Dedicated academic professional recognition and career development programmes are available from our University Teaching Academy, Access Researcher and Postgraduate development programmes, mentoring and skills workshops.

## 9. Networks and communities

Across the University, you will find a strong sense of community and colleague support: a place where collaboration and co-creation are central to the way we work. Our people and our communities are the cornerstone of our University. You will have the opportunity to join and engage with any of our networks, such as, our manager community, academic communities of practice, sports clubs, book clubs and coaching and mentoring community.

## 10. Volunteering

Across campus there are a wide range of exciting events and opportunities to get involved with such as graduation ceremonies, student Welcome Week and A-Level clearing.



## 11. Travel to campus

Our campus is easily accessible by public transport, and we offer staff discounted loans and passes for travel on buses, Metrolink and trains across the region.

Save up to 42% on a brand-new bike with the Cycle 2 Work scheme and use campus cycle shelters, bike stands and shower facilities.

Free hire of our 100% electric vehicles for business travel and electric charging points in our two car parks.

## 12. Specialist facilities

You'll have access to discounted physiotherapy, sports massage and acupuncture at Manchester Movement Unit, our state-of-the-art physiotherapy clinic. Along with discounted prices, the team offers a wide range of appointment times with emergency appointments available too.

## 13. Sports and fitness

Enjoy discounted gym membership through salary deduction at the Sugden Sports Centre, Manchester Aquatic Centre and our facilities at the Platt Lane Sports Complex.

MMUSport offer free classes and personal training programmes. Earn rewards for getting active with the Mcr Met Moves App.

## 14. Food and drink

Visit our premium barista cafés, meat-free café GROW, high-street inspired hot food outlets and contemporary eatery and bar, The Grove.

Join our food and drink loyalty app, Mcr Met Food, and earn points towards free hot drinks.

## 15. Discounts and perks

Your membership to Lifeworks provides you with added perks such as saving money on your everyday shopping at major supermarkets and access to exclusive offers for restaurants, holidays, shops, activities and more. Staff discounts for local cafes and eateries along the Oxford Road Corridor.

## 16. Libraries, centres, galleries and theatres

You'll have access to almost a million books, journals, films, newspapers or catch up on TV and radio through Box of Broadcasts (BoB) in our University Library.

This also includes access to online workshops, inter-library loans and the E-Space research repository for postgraduate researchers and academic staff.

Explore the Special Collections Museum, Manchester Poetry Library, Holden Gallery and the Manchester School of Theatre.

Visit our centre of excellence for sport-related research, education and knowledge exchange, the Institute of Sport or our home of digital storytelling, the School of Digital Arts (SODA).





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