

Staff Benefits

Alongside an excellent salary, we are proud to offer a wide range of benefits to staff. We want you to feel included, and to give you opportunities to develop, learn new skills and plan your future.



Lifestyle & Wellbeing

Your health and wellbeing is important to us. To help you maintain a balanced lifestyle we offer:

- Flexible working
- Enhanced maternity and sick pay entitlements
- Family-friendly leave
- Employee assistance programme; staff support and counselling
- Access to Occupational Health
- Annual Health and Wellbeing Plan, with a calendar of events
- Optional Employee Healthcare from Benenden
- Holistic financial planning education and opportunity of 1 to 1's with our financial partner, Tilney Financial Planning
- Discounted gym memberships; on-site and local gyms
- Access to a variety of online support tools provided by external partners



Pay & Savings

We know financial security is important, this is why we have a range of options to help you plan for your future:

- Highly competitive employer pension contribution; rates of up to 26% with the option to make additional voluntary contributions
- Nationally agreed pay increases each year
- Savings & borrowing; provided by First Scottish University Credit Union
- Flexible discounts; shopping, restaurants and other services via 'Premium Benefits'
- Guidance, education and support on all money matters including options for salary deducted loans and workplace ISA products through Salary Finance
- Cycle to work scheme



Development & Inclusion

We provide a variety of career & support opportunities to help you grow and feel supported within an inclusive environment. Our aim is to help you realise your professional potential through:

- A wide range of Learning & Development opportunities, including online self-directed toolkit
- Annual performance, personal and career development processes
- Opportunity to join Staff Inclusion and support networks:

Armed Forces
BAMEish
Carers

Interfaith
LGBT+
Womens



Rewards & Recognition

Alongside offering a generous annual leave entitlement, we recognise individuals who help make Edinburgh Napier University a great place to work:

- Professional Service annual leave; 26+10 fixed, rising to 31+10 after 5 years' service
- Academic/Research annual leave; 36+10 fixed
- Senior Managers annual leave; 31+10 fixed
- Employee recognition scheme, including annual awards ceremony