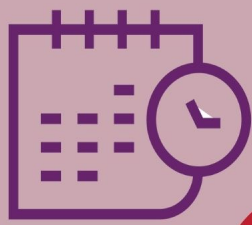


DURHAM'S PRIORITY INITIATIVES ON PAY, TERMS AND BENEFITS: PROGRESS TO DATE

PAY

GENEROUS OVERALL REWARD PACKAGE



UP TO 30 DAYS ANNUAL LEAVE

FLEXIBLE WORKING

3.5%

TYPICAL STAFF PAY INCREASE 2020/21 (PAY AWARD, SPINE POINT INCREASE AND EXCEPTIONAL CONTRIBUTION PAYMENTS)

20%

STAFF AWARDED FOR EXCEPTIONAL PERFORMANCE 2021/21

21.4%

USS EMPLOYER PENSION CONTRIBUTION

OTHER BENEFITS SUCH AS:

15.6%

DUPS EMPLOYER PENSION CONTRIBUTION



ON-SITE NURSERY



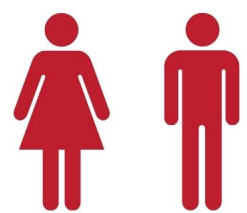
RETAIL AND TRAVEL DISCOUNTS



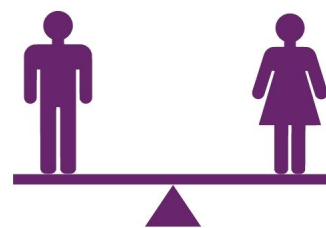
PART OF A NATIONAL FRAMEWORK FOR PAY

GENDER PAY GAP WORKING GROUP INCLUDING TRADE UNION MEMBERSHIP

EQUALITY



GENDER PAY GAP IMPROVING YEAR ON YEAR



EQUAL HIRES OF WOMEN AND MEN INTO ACADEMIC ROLES AND IMPROVING BAME DIVERSITY.

CHOSEN TO ALSO REPORT OUR ETHNICITY AND DISABILITY PAY GAP



ANNUAL ACADEMIC PROMOTION/ PROGRESSION ROUND



EMPLOYMENT



VALUED PARTNERSHIP WITH UCU TO OVERHAUL CASUAL ARRANGEMENTS AT DURHAM

170

DEFAULT IS EMPLOYMENT ON UNIVERSITY PAYSACLE AND TERMS AND CONDITIONS WITH COST OF LIVING INCREASE



ACADEMIC RECRUITMENT CAMPAIGN – 170 HIRES IN 2020/21.

ONLY OUTSOURCE A SMALL NUMBER OF ROLES (WITH NO PLANS TO INCREASE OUTSOURCED STAFF)



HEALTH AND WELLBEING

WE ARE INCREDIBLY GRATEFUL FOR OUR STAFF

HEALTH AND WELLBEING IS A PRIORITY

- LEADING WELLBEING STRATEGY AND ACTION PLAN: CREATED IN CONJUNCTION WITH PUBLIC HEALTH ENGLAND INCLUDING:
 - EMPLOYEE ASSISTANCE PROGRAMME
 - MENTAL HEALTH FIRST AIDERS
 - MENOPAUSE POLICY

