Colleague Benefits

As the #1 Modern University in Scotland, Edinburgh Napier University is here to make a difference. This is only possible because of the people that work here – it's our people that make us great. With our people at the heart of what we do, it's important that you are supported and rewarded.

Edinburgh Napier UNIVERSITY

Health & Wellbeing

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

- Flexible and hybrid working
- Enhanced family friendly leave
- Enhanced sick pay entitlements
- Employee assistance programme; 24/7 colleague support and counselling
- Access to Occupational Health Service
- Annual Health and Wellbeing Plan, with a calendar of events
- Benenden Healthcare, alternative to private healthcare
- Discounted gym membership at ENGAGE: Sighthill campus
- Cycle to work scheme
- Financial Wellbeing - various support resources and partnerships for financial support and education.

Pension, Finance, Lifestyle Discounts

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
- Vivup Benefits Platform: lifestyle discounts and benefits to support your physical, financial and mental wellbeing
- Green Car Leasing Scheme through Tusker via salary sacrifice, offering savings on tax and National Insurance.
- Guidance, education and support on all money matters including options for salary deducted loans and workplace ISA products through Salary Finance
- Savings & borrowing; provided by free member ship to the Scottish Universities Community Bank

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 Colleague Inclusion and support networks:

Armed Forces
BAMEish
Carers
Interfaith
LGBT+
Womens

Annual Leave

Generous annual leave entitlement, recognising our colleagues who contribute to making Edinburgh Napier University a great place to work:

- Professional Services and all Senior Managers; 41 days (31 days personal + 10 fixed days)
- Academic/Research; 46 days (36 days personal + 10 fixed days)
- Annual leave purchase scheme