SERC

EMPLOYEE BENEFITS REWARDS AND RECOGNITIONS

TRANSFORMING FUTURES
STARTS WITH YOU

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MESSAGE FROM TOMMY MARTIN PRINCIPAL AND CHIEF EXECUTIVE

DEAR COLLEAGUE,

SERC is a dynamic and forward-thinking College, and we have built our reputation as a trusted and respected part of our local community by delivering an industry focused curriculum. We are renowned as an innovative partner for companies seeking to improve productivity and develop new markets or products and recognise the important of the College workforce and the contribution it plays in the success of the College's vision.

You may be reading this document as an existing member of staff wanting to know more about the benefits we offer or as a prospective employee considering employment at the College.

Regardless of your role at SERC, the College offers all its employees an undoubtedly rewarding career and acknowledges the incredible value all employees can bring in delivering its Mission Statement and Strategic Objectives. In return, the College offers a wide range of benefits, rewards and recognitions to complement your employment.

The portfolio of benefits, rewards and recognitions include:

- Core Benefits
- Family Friendly Benefits
- Health & Wellbeing Benefits
- Continuous Professional Development
- Rewards & Recognition
- College Perks & Facilities

I hope you take full advantage of the Employee Benefits, Rewards and Recognition Scheme on offer to you.

Tommy Martin
Principal and Chief Executive

CORE BENEFITS

South Eastern Regional College's Core Benefits refers to the basic benefits which employees enjoy as part of their contractual entitlement and this includes Annual Leave entitlement, Occupational Pension Scheme, Occupational Sick Pay, Remuneration and Staff Appraisal.

ANNUAL LEAVE

The College provides employees with a generous annual leave entitlement as follows:

CORPORATE STAFF

Band	Minimum	After 5 Years Service
Band 1-3	23 days (166 hrs)	29 Days (209 Hrs)
Band 4	23 Days (166 Hrs)	30 Days (216 Hrs)
Band 5-6	24 Days (173 Hrs)	31 Days (223.5 Hrs)
Band 7-9	26 Days (187.5 Hrs)	32 Days (230.5 Hrs)
Band 10+	28 Days (202 Hrs)	34 Days (245 Hrs)

ACADEMIC STAFF

Lecturers
49 day per annum (pro-rata)

Principal Lecturers/Heads of Department
35 days per annum (pro-rata)

Chief Executive & Directors
35 days per annum (pro-rata)

- The above is in addition to the Statutory/Public Holidays (normally 12 per year) (pro rata).
- Term Time only staff receive a pro rata of their full-time comparators.
- For Corporate Staff the leave year runs from 01 April to 31 March.
- For Academic Staff the leave year runs from 01 September to 31 August.
- The College requires staff to reserve leave for compulsory closures during Christmas, Easter and July.

OCCUPATIONAL PENSION SCHEME

All employees have access to excellent Occupational Pension Scheme benefits.

Academic Staff

Academic staff are automatically enrolled into the Northern Ireland Teachers' Pension Scheme (NITPS). It is a defined benefit, career average revalued earnings (CARE) Scheme.

Your contribution rate depends on how much you earn, but it will be between 7.4% and 11.7% of your pensionable pay. The Employer's contribution rate is 29.1%.

Further details are available at:
Teachers' Pension Scheme
Waterside House
75 Duke Street
Londonderry
BT47 6FP
T 0300 077 0330
E teachers.pensions@education-ni.gov.uk
W www.education-ni.gov.uk/contacts/teachers-pensions-team

Corporate Staff

Corporate staff are automatically enrolled into the Local Government Pension Scheme (NI). It is a defined benefit, career average revalued earnings (CARE) scheme that is administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC).

Your contribution rate depends on how much you earn, but it will be between 5.5% and 10.5% of your pensionable pay. The Employer's contribution rate is 15.5%.

Further details are available at:
NILGOSC
Templeton House
411 Holywood Road
Belfast
BT4 2LP
T 0345 319 7325
E info@nilgosc.org.uk
W www.nilgosc.org.uk

Find out more about pensions including retirement benefits and additional voluntary contributions by visiting the website of the relevant Occupational Pension Scheme.

SICKNESS ABSENCE BENEFITS

SERC offers generous occupational Sickness benefits for those employees who are unfortunately unwell.

The benefits include:

- Excellent sickness benefits, increasing with the length of employment up to a maximum of 6 months full pay and 6 months half pay after 5 years' service.
- Supportive Return to Work Meetings for those returning after sickness absence.
- Supportive Return to Work Plans for those requiring additional support to rehabilitate back to their normal duties.
- Access to Occupational Health provision.
- Access to Healthcare Scheme.

COMPASSIONATE LEAVE

In addition to the sickness absence benefits, the College will exercise its discretion to award additional paid compassionate leave or to extend the period of sick pay in the following exceptional circumstances:

- Terminal or potentially life limiting illness/ diagnosis,
- Severe mental health crises requiring specialist psychiatric interventions/ hospitalisation.

REMUNERATION

SERC is committed to offering a competitive remuneration and benefits package for all staff. Current salary scales can be viewed on the College Website www.serc.ac.uk/jobs

Academic Staff

Lecturers up to Head of School grade may apply for a Threshold payment. Lecturers who have been in receipt of a Threshold Payment for two years as at 1st September will receive a Deane Payment.

Salaries are normally reviewed annually in September. The College requires approval on an annual basis from the Department for the Economy (DfE) before it can implement pay awards, incremental payments and Threshold/ Deane Payments.

Corporate Staff

Salaries for Corporate staff are normally reviewed annually in April. The College requires approval from DfE on an annual basis before it can implement pay awards and incremental payments.

STAFF APPRAISAL

SERC has agreed Appraisal Schemes covering all employees.

The Staff Appraisal process helps the College measure how its employees perform in their roles and looks to also measure the employee's impact on Learning, Teaching and Assessment as well as ensuring that targets set are achieved to the benefit of the organisation and the employee.

SUPPORT FOR NEW STAFF

SERC recognises that new employees may be overwhelmed by the vibrancy and the speed in which the College operates and for this reason, the College has developed a programme to support new employees in the early stages of their career at the College.

Key elements include:

- Comprehensive College Wide Induction.
- A full Departmental Staff Induction Programme.
- Support for new teachers via the Lecturer Induction and Foundation Training (LIFT) Programme and supportive lesson observations by the Learning Academy Pedagogy Mentoring Team.
- Dedicated Human Resources Advisor as a point of contact.

Further information can be obtained from the Learning Academy.

FAMILY FRIENDLY BENEFITS

SERC recognises the need for effective policies which play a key part in supporting employees who are looking to start a family, who have a family/dependant or require some appropriate work life balance.

All relevant policies are agreed at the relevant regional negotiating committee or following consultation at the local Joint Consultative Forum (JCF).

Whilst the College must first and foremost ensure its business needs can continue to be met, it will consider family friendly policies or approaches wherever possible and fully recognises the positive impact such approaches can have on areas such as:

- Short-term sickness absence
- Staff turnover
- Recruiting and attracting high calibre applicants
- Employee morale and motivation
- Employee productivity
- Equality of opportunity
- Work-life balance

EXPECTANT PARENTS

SERC offers a generous package for those employees expecting a child, whether they are looking to take Adoption, Maternity or Paternity Leave. The range and value of the benefits are generous but do depend on the length of service with the College.

All expectant parents are invited to meet with their Human Resources Advisor, where expectant parents will be advised of:

- Their role, rights and responsibilities at all stages.
- Key and important information on pay, timescales and notice periods.
- Entitlement to any Adoption, Maternity or Paternity Pay.

The College seeks to ensure that every expectant parent has as much information as possible at this very special time.

Further information can be obtained from the Human Resources Department.

MATERNITY LEAVE

SERC considers full maternity leave entitlement to be fifty-two weeks during which time the employee is entitled to benefit from the terms & conditions of the Contract of Employment that would have applied had the employee not been absent except in relation to the payment of salary.

MATERNITY LEAVE PERIOD

Employees are encouraged to engage with the "Keep in Touch" days during the maternity leave period to enable the employee to attend work without losing the right to Statutory Maternity Pay (SMP) or Contractual Maternity Pay.

Employees should speak to their designated Human Resources Advisor in the first instance, or further information can be obtained from the Human Resources Department or via the Human Resources Team Site.

PATERNITY LEAVE

Employees who are parents of pregnant women or adopters are entitled to access the College's Paternity Leave benefits subject to eligibility and this is in addition to the right to parental leave.

Such employees are entitled to up to ten working days' time off taken in one block of five or ten days on a pro rata basis.

Paternity leave can only be taken following the birth of the child or placement of the child for adoption and not before.

Further information can be obtained from the Human Resources Department or via the Human Resources Team Site.

ADOPTION LEAVE

SERC offers to support those who chose to adopt under its Adoption Leave and Adoption Pay Policies as the College recognises that taking adoption leave is important to ensuring the smooth transition of an adopted child(ren) into an employee's family unit.

The College's Adoption Pay is generous in comparison to the statutory requirements for those who meet the eligibility criteria.

Further information can be obtained from the Human Resources Department or via the Human Resources Team Site.

FOSTERING LEAVE

SERC makes provision with paid time off for those employees who may wish to embark on Fostering which normally means caring for a child or young person.

Whilst there is no statutory right to time off work for Foster Carers, the College acknowledges that the requirements of Foster Carers are significant in establishing new relations and in developing new routines.

FERTILITY TREATMENT

The College will support staff who are undergoing fertility investigations and treatment with paid time off to attend these medical appointments.

PARENTAL LEAVE

Staff can apply for a period of unpaid leave for each child, up to 4 weeks each year to a total of 18 weeks, until that child is 18 years old.

TAX FREE CHILDCARE

Parents with registered childcare costs can avail of the government's tax-free childcare scheme (www.gov.uk/get-tax-free-childcare), introduced in 2018. Under the scheme, eligible parents can open a childcare account for each child. You pay 80% of your child's childcare costs, with the additional 20% topped up by the government, up to a maximum of £2,000 per child per annum (£4,000 if your child has a disability).

Depending on circumstances and income, this may not be the best cost saving option for parents and the government also offers Universal Credits (www.nidirect.gov.uk/articles/universal-credit) to those that are eligible. Employers for Childcare Family Benefits Advice Service provides free, impartial and confidential advice to parents and carers to help them maximise their income and inform them of their rights and entitlements. They offer a Freephone helpline 0800 028 3008.

FLEXIBLE WORKING

SERC acknowledges that employees do have the right to apply to work flexibly and has a duty to consider any request we actively promote a flexible working approach to staff via a change to working hours, home working or working flexitime.

Flexible working usually means a change to the normal pattern of work in order to achieve a more effective balance between home and work commitments.

Further information can be obtained from the Human Resources Department.

SPECIAL LEAVE OF ABSENCE SCHEME

SERC has a generous Special Leave of Absence scheme which allows for time away from work to cover unusual circumstances. The most important component of a Special Leave of Absence is that the employee's employment continues during the period of absence.

Where the Special Leave of Absence Scheme does not cover a particular circumstance the employee may consider alternative options such as annual leave, Time off in Lieu (TOIL) or unpaid time off. Any request is subject to the line managers approval.

Depending on the circumstances, an employee normally continues to receive the same access to other benefits; however, in the event of unpaid leave the employee should take advice on the implications for their Occupational Pension.

Further information can be obtained from the Human Resources Department or via the Human Resources Team Site.

CARERS LEAVE

SERC understands the responsibilities of looking after family members and paid leave is granted for staff who need to accompany and attend hospital appointments.

CAREER BREAK

Staff can take a period to work abroad, concentrate on domestic responsibilities, start their own business, or take time to study through a request of career break, allowing staff to return to post after a period of time away.

HEALTH AND WELL-BEING BENEFITS

SERC College is committed to adopting eco-friendly services and provisions where possible. This includes promoting and supporting employees who chose to travel to work using a green travel option. In SERC we highly value our staff. The wellbeing of our staff is of fundamental importance and our award-winning HR team lead on developing and implementing a range of health and wellbeing initiatives under our Mind Yourself Wellbeing Strategy.

MIND YOURSELF

SERC's Health and Wellbeing Programme is called "Mind Yourself". The aim of the programme is to promote health and wellbeing in the workplace.

Information on the Health and Wellbeing Initiatives and support is provided on a monthly basis via Mind Yourself Newsletters emailed to staff at the start of the month with information on events that are happening. Further information on health awareness days can be found on the staff intranet.

The college also has a Mind Yourself App where you can access health and wellbeing information, resources and support. The app is divided into three areas: Health & Wellbeing, Financial Wellness and Work Life Balance.

MENTAL HEALTH POLICY

SERC is committed to providing a healthy, safe, and supportive working environment promoting positive mental health for staff. Our policy ensures staff are treated fairly and equally, the provision of support services and awareness, trained managers so that they can support staff and the promotion of work practices encouraging wellbeing.

MENTAL HEALTH FIRST AIDERS

Mental health is the foundation for maintaining and improving overall health and wellbeing. SERC recognise this and have signed up to the Mental Health Charter and have trained a number of staff to become Mental Health First Aiders.

College appointed trained Mental Health First Aiders are available on campus or via teams for staff. They are a point of contact if you, or someone you are concerned about are experiencing a mental health issue or emotional distress. They can give initial support and signpost to appropriate help if required. Contact information can be found under the Health Minds section on the Mind Yourself App.

COLLEGE'S EMPLOYEE ASSISTANCE PROGRAMME

The College offers a confidential support counselling service with Inspire Wellbeing and it is available 24/7, 365 days per year along with the Inspire online Wellbeing Hub. To access the services, information can be found in the Healthy Minds section of the Mind Yourself App.

HEALTH CHAMPIONS

SERC have appointed a number of health champions based across the 4 main campuses to support the College's wellbeing programme.

HEALTH CHECKS

Employees are offered the opportunity, on an annual basis to attend free health checks on-site. The checks cover a range of issues such as skin scanning, body composition checks and analysis, blood pressure checks, oxygen levels and atrial fibrillation testing.

OCCUPATIONAL HEALTH

Employees may be referred to Occupational Health for one of the following reasons:

- Pre-employment screening
- To identify any support strategies for employees with a declared health condition.
- To assess if an employee is fit to be at work.
- To be assessed for ill health retirement.

In addition, employees may self-refer to Occupational Health for advice and support. Any referrals to Occupational Health are made via the College's Human Resources Department.

PASTORAL CARE

As part of the Colleges commitment in supporting staff who are unable to attend work due to ill health, pastoral care visits provide support and assistance, maintain communication between the College and staff member and provide an opportunity to update staff on College developments.

HEALTH SCREENINGS / PROCEDURES

From time-to-time employees may be required to attend appointments for health screening or medical procedures including ante-natal checkup, diabetic checks, hospital/ consultant appointments, medical procedures/ assessments.

SERC seeks to support requests for paid time to attend these appointments.

Further information can be obtained from the Human Resources Department or via the Human Resources Team Site.

CRITICAL ILLNESS POLICY

SERC Will offer support to any employee suffering from a diagnosed critical illness including terminal illness.

Further information and support is available from the Human Resources Department.
In all cases the situation will be handled compassionately, sensitively and confidentially.

STAFF WELLBEING EVENTS / INITIATIVES

The College promotes a healthy lifestyle through the introduction of initiatives such as mental health awareness and training sessions, fitness sessions, step challenges, lunchtime circuits, weight loss challenges, running groups, cancer awareness raising and no smoking campaigns and the appointment of Health and Wellbeing Champions.

Information on staff wellbeing events/initiatives will be announced via the monthly Mind Yourself Newsletter and on the Mind Yourself App.

MENOPAUSE

A SERC Menopause SOP has been devised to assist individuals and to advise managers on their responsibility for staff experiencing menopause symptoms. The College has trained Menopause Advocates who offer support and resources to help staff navigate menopause with confidence and understanding and can be accessed via MS Teams.

MEN'S HEALTH

Men's Health focuses on the physical, mental and social well-being of men across all stages of life. It includes preventing and managing conditions such as heart disease, cancer, mental health issues and lifestyle related illnesses. Promoting awareness, regular checkups and healthy habits help men live longer healthier lives.

GYM MEMBERSHIP

SERC, under the healthcare scheme offers employees discounted membership with a range of gyms and leisure centres. Details can be found on the Mind Yourself App.
In addition, employees can use the gym facilities on site in Bangor, Downpatrick and Lisburn Campuses under a buddy system once an induction has been undertaken.

For further information email mindyourself@serc.ac.uk

FINANCIAL

UK HEALTHCARE

SERC offers eligible employees access to UK Healthcare Plan at no cost. The scheme offers staff refunds for dental and optical costs as well as access to a range of services including physiotherapy, Chiropody, Complementary Therapies and diagnostic consultation. You have the option to upgrade to a higher level of cover and partners can be included for an additional premium, payable by you. Children can be included (up to 4 children per adult, up to the age of 24 in fulltime education) who will be covered free of charge.

Employees also have access to 24/7 counselling and GP helpline with potential for online webcam consultation.

UK Healthcare provide discounts for local gyms and spas.

Benefit Hub provides discounts, rewards and perks on thousands of brands including travel, motoring, electronics, clothing, entertainment tickets, restaurants, insurance and sports. Further information can be obtained from the Human Resources Department or via the Human Resources Team Site.

PROFESSIONAL MEMBERSHIP REIMBURSEMENT

The College recognises the value of professional memberships in enhancing employees' skills and knowledge and will reimburse eligible employees for their full annual subscription to professional organisations where professional membership is essential for their role.

TEACHERS' CREDIT UNION

SERC has partnered with Teachers' Credit Union and all staff employed by SERC are eligible to join. Partners and adult children who reside at the same address can also join under a family membership application.

GIVE AS YOU EARN SCHEME

The Give As You Earn Scheme makes it easy for staff to support the charities they care about through regular payroll giving. It is a simple, tax efficient way to donate, helping chosen causes benefit even more. Contributions are automatically deducted from salary, making giving consistent and effortless.

CYCLE TO WORK SCHEME

The College has a "Cycle to Work" Scheme for those who wish to access a bicycle and/ or safety equipment up to the value of £5,000 through a hire purchase scheme, for the purpose of travelling to work and further information is available on the Human Resources Department Team Site.

DISCOUNT SCHEMES

Employees can avail of hundreds of discounts and savings on a wide rane of day to day items, these include high savings products in the financial, insurance, tax, legal, travel and retail areas via UK Healthcare, Blue Light Card UK (Academic staff only) and the Teachers Discount and Cashback Scheme (available to all College staff). Further information is available on the Mind Yourself app.

FINANCIAL WELLBEING – PAYPLAN

SERC has partnered with PayPlan to offer confidential support to employees and family with matters relating to money which allows debt advice to help with personalised debt solutions. More information can be found under the Financial Section on the Mind Yourself App.

PREPARATION FOR RETIREMENT

Employees planning for retirement or phased retirement within the next two years may request attendance at a suitable course for the preparation of retirement. Employees may attend an approved course during working time. The College will also consider inviting a suitable pension/retirement advisory body into the College to support those who require support or guidance about their pension and retirement.

Further information can be obtained from the Human Resources Department.

TEACHERS' PENSION (PHASED RETIREMENT)

Phased Retirement is a flexible provision in the Teachers' Pension Scheme that offers members greater choice about the way they manage the transition from work to retirement.

Further information can be found on the Teachers' Pension Website at www.education-ni.gov.uk/articles/applying-retirement-benefits

NI LOCAL GOVERNMENT PENSION SCHEME (FLEXIBLE RETIREMENT)

Flexible retirement is where an employee reduces either the hours they work or moves to a post from which they receive less pay and receive payment of their pension (in part or full) as well as their salary.

SERC recognises the need to keep a highly skilled and experienced workforce for longer and in doing so accepts its responsibility to support those making a gradual transition to retirement.

Further information can be found on www.nilgosc.org.uk/flexible-retirement-after-31-march-2015

WORK LIFE BALANCE

The College offers a wide range of benefits under the Special Leave of Absence Scheme. Examples include:

BEREAVEMENT LEAVE

Staff can avail of paid bereavement leave for the death of a relative or can avail of time off to attend a funeral of a relative, friend or colleague.

MARRIAGE LEAVE

Staff who are getting married or are attending a family wedding are granted additional leave to attend.

HOUSE REMOVAL

Where an employee is moving house, up to one days' leave will be granted in a rolling twelve-month period.

SPORTING EVENTS

Staff who are participating in or officiating at National, Provincial or International sporting events are granted leave to attend.

GRADUATION LEAVE

Staff who are graduating or are attending the graduation of a near relative are granted additional leave to attend.

PUBLIC DUTIES

SERC recognises the value that employees who undertake public duties may bring to the College and employees who hold such positions including Magistrates, Councillors, Governors and other public roles may access some paid time off work.

Service in the Security Forces, Non-Regular Forces and Voluntary Charity Services Employees in the Security Forces and Non-Regular Forces may be granted up to a maximum of two weeks special leave with pay to attend annual camp. Any leave required for annual camp and for special training in excess of two weeks must be covered by the employees' annual leave allowance or unpaid leave.

DEPENDANTS LEAVE

In cases where there is a need to take time off to make arrangements should your family experience a sudden or unexpected circumstance, time off is granted.

RECOGNISED TRADE UNIONS

SERC recognises a range of Trade Unions and members of the College Management Team meet regularly with the trade unions under the auspices of the College's Joint Consultative Forum.

The Trade Unions recognised are as follows:

- UCU
- NEU
- NASUWT
- NIPSA
- Unite
- Unison

Employees should contact a Trade Union Representative in the first instance if they wish to join a recognised trade union or alternatively, employees can visit the relevant trade union website.

Further information on the trade unions is available at the following link:
https://serc2.sharepoint.com/sites/o-tu

CONTINUOUS PROFESSIONAL DEVELOPMENT

SERC is committed to supporting the development of all staff and offers a range of opportunities through its dedicated Learning Academy.

LEARNING ACADEMY

SERC offers a range of development opportunities throughout the year and some of this training will be mandatory and other training is optional.

There is a wide variety of activities and training available to all staff delivered by both guest speakers and staff experts in their field. Attendance at these events allow employees to accrue Continuous Professional Development (CPD) hours.

PROFESSIONAL DEVELOPMENT SCHEME

The College has also established a fund to support, on a priority basis, those staff who are seeking to enhance their professional qualifications in relation to their employment with the College.

All contracted staff are able to apply for financial assistance for Continued Professional Development (CPD) through the scheme. These include Degree level courses, Subject Specialism, Management Development, Assessment and Verification Awards, external course, webinars and other structured programmes.

MANAGEMENT DEVELOPMENT PROGRAMMES

SERC invests in developing its Leadership talent at all levels with a clear roadmap for progression and support.

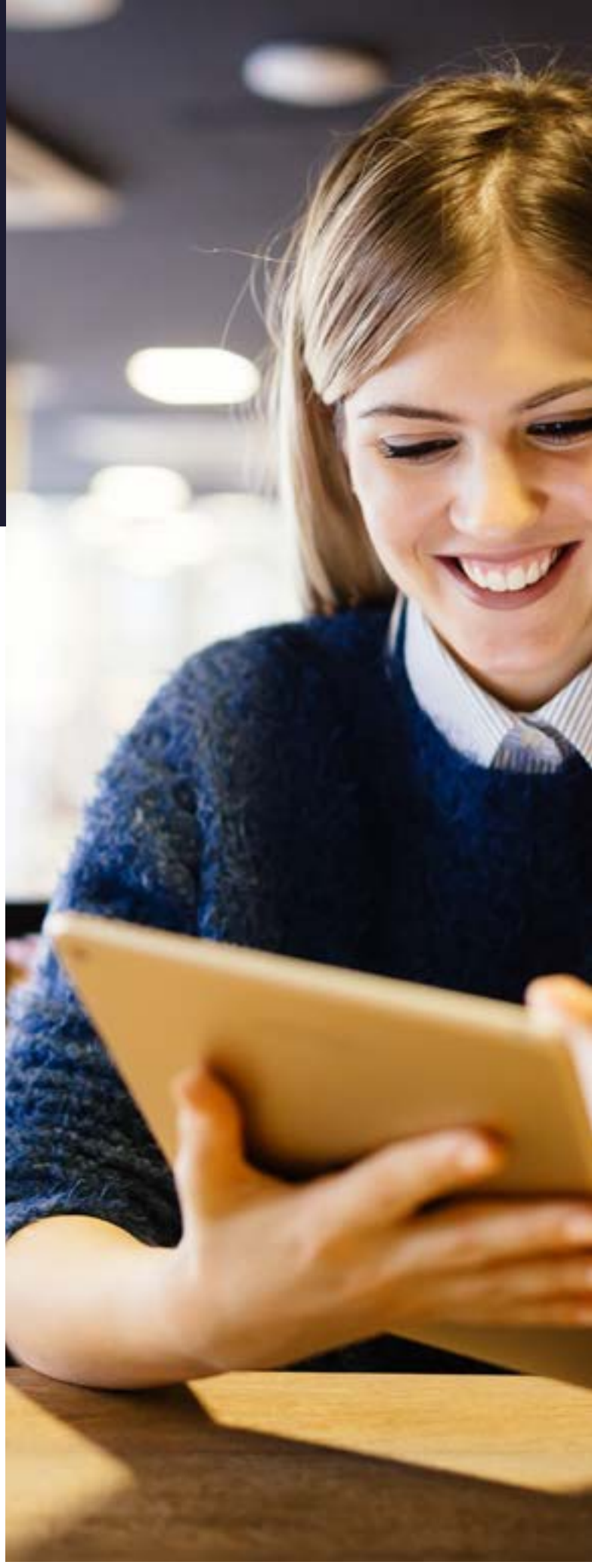
"Bridging the Gap", is for middle managers and is designed to close the gap between the strategic and operational aspects of the College. Eligible staff will be contacted by the Learning Academy following discussion with the staff member's line manager.

The "Aspiring Manager Programme" (AMP) is designed to bridge the gap between your current role and a management role and is suitable for staff who are keen to pursue a future management role.

MENTORING

SERC embraces a mentoring ethos to improving the quality of teaching and learning and offers a wide range of mentoring opportunities including Project Based Learning, Moodle, quality assurance and Technology Enhanced Learning (TEL).

Further information can be found on the Learning Academy Team Site.



REWARDS AND RECOGNITION

SERC understands the importance to attract, recruit and retain high calibre and professional employees and it also acknowledges that recognition and rewards can be very meaningful to employees and lead to motivating and improving employee performance.

STAFF BRIEFINGS

The College Management Team holds regular staff briefings so that all employees can be briefed on a range of issues that are pertinent to staff, students and the wider community. Typical matters can include the College's strategic position, financial update, information on enrolment and student numbers, Teaching and Learning developments, staffing matters, training plans and to also communicate any other developments.

STAFF SURVEY

SERC undertakes a bi-annual Staff Survey to capture the opinions and feedback from staff. The College recognises the importance that staff surveys bring including:

- Recognition of the College's strengths and areas for improvement in key areas such as understanding strategic priorities, overall employee satisfaction, local line management effectiveness and performance management.
- Opportunity to improve performance by offering useful feedback on areas for improvement.
- Monitor trends over time to determine if improvement implementations are affecting desired areas for change.
- Anonymising the survey to ensure an honest and insightful feedback about topics employees might not be comfortable bringing to managers in person.

STAFF EXCELLENCE AWARDS

Each year SERC hold the Staff Excellence Awards to shine a light on the people who make SERC a fantastic place to work and learn. These awards are an opportunity to recognise and celebrate the dedication, innovation, and positive impact that staff make across the SERC community every day. Whether through outstanding service, exceptional teamwork, or inspiring leadership, our colleagues continue to go above and beyond, and the College wants to highlight those achievements. Staff can nominate their colleagues who they feel have gone above and beyond, inspire others, or make a real difference across 6 categories:

- Excellence in Supporting the Student Experience
- Excellence in Teaching
- Award for Professional Excellence
- Colleague of the Year
- Community Champion of the Year
- Team of the Year

COLLEGE FACILITIES

The College has a number of facilities available to all staff.

HAIR, BEAUTY AND NAIL SALONS

SERC has a number of state of the art and professionally equipped salons that provide a perfect environment for our students to learn the skills and techniques required in the modern beauty industry. The salons are open to the public, including all employees, and provide a full range of ladies and gents hair and beauty treatments in relaxed surroundings at reduced prices.

SPORTS FACILITIES

SERC has a range of facilities including fitness suites and sports halls at its main campuses in Bangor, Lisburn and Downpatrick which staff can avail of free of charge.

CAFES/RESTAURANTS

SERC has a number of cafes and restaurants across its campuses where employees can relax in a cool environment with a great atmosphere, good quality food nd service, and competitive prices.

QUIET ROOMS

Designated Quiet Rooms have been established in the Lisburn and Downpatrick Campuses for both staff and students. These rooms are for individuals who need a quiet space and prayer. Rooms can be accessed by obtaining the key from reception areas onsite.

CAR PARKING

SERC has dedicated free onsite car parks at its campuses in Bangor, Newtownards, Lisburn, Downpatrick, Ballynahinch and Newcastle.

EV CHARGING

The College has electric vehicle charging points available to staff in each of the 4 main campuses. Any staff wishing to avail of the charging points should contact either Sonya Smiley or David Bonner in Estates and they will provide the invite link to the Monta Charge app. The College currently charges 35p per kWh which is a preferential rate when compared to rates using public charging points.

BIKE STORAGE

The College provides facilities for cyclists to store their bikes at all main campuses which staff can access free of charge.

FOR FURTHER INFORMATION

For further information please contact the Human Resources Department.

If you have any questions, please do not hesitate to contact Human Resources on

T 028 91 276000
E HR@serc.ac.uk

All employee benefits, rewards and recognition initiatives were correct at the time of print (July 2026). However, they may be subject to change.