



The ROYAL COLLEGE of
OPHTHALMOLOGISTS

Working for the RCOphth

We offer a supportive working environment in friendly, modern offices in a central London location with excellent transport links. We are pleased to offer the following benefits to employees:

LEAVE

Annual Leave

25 days annual leave, or the pro rata equivalent for part time staff. Annual leave increases by one day for each complete year of service up to a maximum of 30 days.

Statutory Holidays and College closure days

Public holidays, when the office is closed, are recognised as statutory holidays with pay. In addition to these and to your annual leave entitlement, the College is closed between Christmas and New Year.

Moving day

In addition to the above, staff are allowed 1 day to move house. This will not be deducted from their annual leave total.

PENSION

The College currently contributes to the occupational pension scheme administered by the Superannuation Arrangements of the University of London (SAUL); the employer contribution is 16% of gross salary and employees contribute 6%.

SEASON TICKET ADVANCE

Staff who have satisfactorily completed six months' probation may apply for an interest free loan for the purchase of an annual season ticket for travel between home and work at the College. A proportion of the sum will be deducted from their salaries on a monthly basis.

MATERNITY AND PATERNITY PAY

Enhanced maternity pay and paternity pay is available to eligible staff members.

LEARNING AND DEVELOPMENT

All staff are offered opportunities for learning and development, in addition to a comprehensive e-learning package.

STUDY LOANS

Staff who have satisfactorily completed two years of service may apply for a study grant and loan. Subject to approval of the course to be studied the College will grant up to 60% of the course fees* and will provide an interest free loan for the balance. The balance to be repaid over an agreed period.

*total course fees should not exceed £5,000

CYCLE TO WORK SCHEME

A salary sacrifice scheme to aid the purchase of a bicycle for travelling to work is available.

CHILDCARE VOUCHERS

A salary sacrifice scheme to support payment of childcare is available to eligible staff members.

EYE TESTS

The cost of eye tests (up to £30) will be reimbursed.

EMPLOYEE ASSISTANCE SCHEME

This scheme provides access to health advice, confidential counselling and occupational health advice.

FOOD AND DRINK

The College receives a weekly delivery of fresh fruit for staff to enjoy. Tea and coffee (including Nespresso machine) is provided on each staff office floor.

This is an example of the current benefits offered by the College and is not contractual.