

# Reward & Benefits of Working at SRC



**Great Careers  
Start Here**

**src** Southern  
Regional  
College

# Reward & Benefits of Working at SRC

---

Working at Southern Regional College brings many benefits. In addition to a competitive salary and package of attractive terms and conditions of service, we offer you many more benefits to enjoy such as an attractive pension scheme and a generous leave package. You will also experience a flexible, supportive working environment with encouragement to achieve and maintain a healthy work-life balance.

<b>Our Story</b> .....	<b>Page 3</b>
<b>Mission Statement</b> .....	<b>Page 4</b>
<b>Living Our Values Every Day</b> .....	<b>Page 5</b>
<b>Sustainability</b> .....	<b>Page 6</b>
<b>Investors in People</b> .....	<b>Page 7</b>
<b>Salary</b> .....	<b>Page 8</b>
<b>Holidays</b> .....	<b>Page 9</b>
<b>Pension &amp; Other Financial Benefits</b> .....	<b>Page 10</b>
<b>Health &amp; Wellbeing</b> .....	<b>Page 12</b>
<b>Family &amp; Worklife Balance Related Benefits</b>	<b>Page 15</b>
<b>Organisational &amp; Personal Development</b> .....	<b>Page 17</b>
<b>Other Benefits</b> .....	<b>Page 18</b>



# Our Story

**Southern Regional College is one of the largest education providers in Northern Ireland with approximately 10,000 students enrolled annually and over 900 members of staff.**

Straddled between the two council areas of Armagh, Banbridge & Craigavon and Newry, Mourne & Down in the southern part of NI, the College operates from 5 campuses in Armagh, Banbridge, Lurgan, Newry and Portadown, with community provision also offered across the region.

The courses at Southern Regional College cover almost all subject areas and include full-time and part-time academic and vocational qualifications at various levels for pre-16, post-16 and 19+ (adult) options. Programmes range from recreational hobby courses through to degree and level 7 professional qualifications, in addition to Apprenticeships at further and higher level.

The learner is at the heart of everything we do. We

provide a vibrant, inclusive and supportive learning environment, delivering first class education and training to positively transform lives through meaningful and enjoyable experiences. Our range of Matrix and Autism Accredited student support services are dedicated to helping students before, during and after their time at the College.

Following a £100m investment, the new landmark campuses in Armagh and Banbridge opened their doors in September 2020, each boasting cutting-edge facilities lead by experienced and skilled professional staff. The College is also progressing with innovative plans to expand the existing East campus in Newry.

In our bid to continue to build a strong educational future and focus, the College has established an impressive portfolio of industry links on local, regional, national and international scales. The Faculties within the College continue to nurture relationships with employers, public bodies, awarding bodies and the local area learning communities to ensure that the College's provision remains relevant and inclusive.



# Mission Statement

---

## Our Vision

To be the provider of first choice for professional and technical education and training in the region – prized by individuals and employers.

## Our Mission

To positively transform lives through meaningful and enjoyable learning experiences.

## Our Core Values

1. Putting The Learner First
2. Working Together to Achieve More
3. Striving for Excellence



# Living Our Values Every Day

---

**Across the College, staff are bringing our values to life, not just in what we say, but in how we work. These values guide our decisions and shape our culture. They are not just words, they are how we make a difference.**

## Putting the Learner First

*"It is all about understanding who my students are – not just academically, but as individuals. Whether it is adapting materials to suit different learning styles or being available for a quick chat after class, I want every learner to feel like they matter".*

**Lecturer**

*"This is at the heart of everything I do. Whether I am setting up classrooms, making sure facilities are safe, or just helping a student find their way – I always think, "How can I make this better for them?" A clean, safe, welcoming environment helps learners feel valued and ready to succeed".*

**Member of Estates Team**

*"Even though I'm not in the classroom, everything we do in HRD ultimately supports the learner experience. Whether it is recruiting engaged and inspiring staff, developing training programmes, or shaping policies – we always ask, "How will this impact our students?" Supporting staff well means they can give their best to learners".*

**Senior Manager, HRD**

## Working Together to Achieve More

*"Collaboration is at the heart of everything. I work closely with colleagues to share ideas and improve our teaching. In the classroom, I encourage students to learn from each other through group work and peer feedback. I love bringing in voices from industry and the community – it helps students see the bigger picture".*

**Lecturer**

*"I take pride in doing things properly. Whether it is fixing something, preparing a space, or just being reliable – I want people to know they can count on me. I am always looking for ways to improve how we do things, and I think that mindset helps raise standards across the College".*

**Member of Estates Team**

*Working Together to Achieve More "Collaboration is essential in HR. We work closely with each faculty and department to make sure people feel supported and connected. When we work together, we create a stronger, more unified college community".*

**Senior Manager HRD**

## Striving for Excellence

*"It's about never settling. I'm always looking for ways to improve – whether that's updating my subject knowledge, trying new teaching methods, or reflecting on student feedback".*

**Lecturer**

*"I take pride in doing things properly. Whether it is fixing something, preparing a space, or just being reliable – I want people to know they can count on me. I am always looking for ways to improve how we do things, and I think that mindset helps raise standards across the College".*

**Member of Estates Team**

*"For me, excellence means continuous improvement. I'm always looking at how we can enhance our people practices – whether that's through better wellbeing support, leadership development, or improved recruitment processes. I want our staff to feel proud to work here, and that pride filters through to the learner experience".*

**Senior Manager, HRD**

# Sustainability

---

## Sustainability

---

SRC is committed to establishing the highest possible standards of sustainability across all our core activities. The College recognises the role of education in enabling students to develop the knowledge, skills, values, and behaviours needed for sustainable development, ensuring they are equipped to meet the rapidly changing demands of the world. We recognise our role in contributing to local and national initiatives regarding carbon reduction and the climate emergency. We have recently signed up to the SDG Accord and have committed to reporting annually on the progress we make in contributing to the achievement of the United Nations Sustainable Development Goals (SDGs). Reports from all signatory institutions are collated to provide a summary report of how both the further and higher education sectors are contributing to the SDGs globally which is presented each year to the UN High Level Political Forum.

## Raising Sustainability Awareness

---

To aid in our commitment to establishing the highest levels of sustainability across all our activities, the College has a Sustainability Working Group that promotes, co-ordinates and monitors the development and implementation of sustainability initiatives across the College. All staff received sustainability awareness training at their induction.

## Championing Green Campuses

---

At the College, sustainability is at the heart of everything we do. We are proud to lead the way in creating greener, more energy-efficient campuses that support both people and the planet:

- Over 99% of our waste is either recycled or converted into energy, ensuring minimal environmental impact and maximum resource recovery.
- Our upgraded fleet now includes three fully electric cars, with growing staff uptake reflecting our commitment to cleaner, greener travel.
- Electric vehicle charging points are now available to staff and students across our campuses, making sustainable transport more accessible than ever.
- We proudly procure all our electricity from 100% green, renewable sources, significantly reducing our carbon footprint and supporting the decarbonisation of our estate.
- Passive Infra-red motion sensors have been installed in some of our communal areas helping to cut electricity use from LED lighting.
- Our newest campuses are operated and managed to BREEAM Excellent standards, and we're actively planning to replace older buildings with state-of-the-art, energy-efficient facilities.
- In partnership with our cleaning contractor, all bathroom paper products used across our campuses are made from FSC-certified, sustainably sourced materials.
- We have completed a £1.1 million LED lighting upgrade across our campuses, with further improvements already in the pipeline.

# Investors in People

**Southern Regional College holds the Investors in People “We Invest in People - Silver Award”. The Standard defines what it takes to lead, support and manage people well. Successful accreditation is due to the dedication, hard work and real concern from our staff for the success of the College and students. The Investors in People award is testament to our staff living our values of putting learners first, working together to achieve more and striving for excellence.**

We are equally delighted at being awarded the Investors in People “We invest in People – Standard Award” which demonstrates our strong people management practices in promoting the physical, psychological and social wellbeing of our staff. One of the key areas that Southern Regional College demonstrated as part of the award process was our strong team camaraderie, celebration of staff’s personal and professional successes and our dedication to corporate social responsibility.

We are continually looking for new ways to support the health & wellbeing of our teams and are delighted that Investors in People has recognised the work we have done so far.

In the future, we will continue to use the Investors in People award to help us improve as an organisation and to support a culture where innovation, professionalism and accountability are valued.



# Salary

Pay for Lecturing Staff	Pay for Support Staff
<p><b>Pay awards for Lecturing Staff and pay awards for Principals and Directors are located on the Salary Scales section of the Employee Handbook.</b></p> <p>Lecturers up to Head of Faculty grade may apply for a Threshold Payment. Lecturers who have been in receipt of a Threshold Payment for two years as at 1<sup>st</sup> September will receive a Deane Payment.</p> <p>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.</p>	<p><b>Pay award for Support Staff is located on the Salary Scales section of the Employee Handbook.</b></p> <p>Salaries for Support 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.</p>



# Holidays

The College provides you with a generous annual leave entitlement. You are encouraged to take this leave to ensure a good work-life balance.

Lecturing Staff	Support Staff																								
<p><b>The leave year for Lecturing Staff runs from 1<sup>st</sup> September to 31<sup>st</sup> August of the following year.</b></p> <p>A full-time lecturer is entitled to 49 days’ annual leave.</p> <p>A Principal Lecturer/Head of Faculty is entitled to 35 days’ leave.</p> <p>In addition, you are entitled to statutory/bank holidays (normally 12 per year).</p> <p>If you are an Associate Lecturer and work less than five days per week your annual leave, including statutory/bank holidays will be on a pro-rata basis.</p> <p>If you are an hourly paid part-time lecturer, you will receive a lump sum payment for your statutory entitlement to holidays in July. This is based at a rate of 12.07% of your annual earnings</p>	<p><b>The leave year for Support Staff runs from 1<sup>st</sup> April to 31<sup>st</sup> March of the following year. You are entitled to annual leave in accordance with the following scale:-</b></p> <table border="1" data-bbox="821 869 1461 1137"> <thead> <tr> <th>Band</th> <th>Scale Points</th> <th>Minimum</th> <th>After 5 years</th> </tr> </thead> <tbody> <tr> <td><b>Band 2-3</b></td> <td>3-6</td> <td>23</td> <td>29</td> </tr> <tr> <td><b>Band 4</b></td> <td>8-18</td> <td>23</td> <td>30</td> </tr> <tr> <td><b>Band 5-6</b></td> <td>20-30</td> <td>24</td> <td>31</td> </tr> <tr> <td><b>Band 7-9</b></td> <td>32-43</td> <td>26</td> <td>32</td> </tr> <tr> <td><b>Band 10+</b></td> <td>44-63</td> <td>28</td> <td>34</td> </tr> </tbody> </table> <p>In addition, you are entitled to statutory/bank holidays (normally 12 per year).</p> <p>All annual leave, including statutory/bank holidays is pro-rata for part-time staff.</p>	Band	Scale Points	Minimum	After 5 years	<b>Band 2-3</b>	3-6	23	29	<b>Band 4</b>	8-18	23	30	<b>Band 5-6</b>	20-30	24	31	<b>Band 7-9</b>	32-43	26	32	<b>Band 10+</b>	44-63	28	34
Band	Scale Points	Minimum	After 5 years																						
<b>Band 2-3</b>	3-6	23	29																						
<b>Band 4</b>	8-18	23	30																						
<b>Band 5-6</b>	20-30	24	31																						
<b>Band 7-9</b>	32-43	26	32																						
<b>Band 10+</b>	44-63	28	34																						



# Pension & Other Financial Benefits

We give you access to excellent occupational pension benefits, which after salary, is arguably the most valuable financial benefit for us all. On entering one of the College contributory pension schemes, the College also contributes a percentage of your pensionable pay in order to guarantee your benefits.

Lecturing Staff	Support Staff
<p><b>New staff are automatically entered into the Northern Ireland Teachers' Pension Scheme (NITPS). This is a contributory scheme administered by the Teachers' Pensions Branch on behalf of DfE. Existing staff who have opted out may re-join the scheme.</b></p> <p><b>Further details are available at:</b>            Teachers' Pensions Branch            Waterside House            75 Duke Street            L/Derry            BT47 6FP</p> <p>Telephone: 028 7131 9000            e-mail: <a href="mailto:teachers.pensions@deni.gov.uk">teachers.pensions@deni.gov.uk</a>            Website: <a href="http://www.education-ni.gov.uk/articles/overview-northern-ireland-teachers-pension-scheme-nitps">www.education-ni.gov.uk/articles/overview-northern-ireland-teachers-pension-scheme-nitps</a></p>	<p><b>New staff are automatically entered into the Northern Ireland Local Government Pension Scheme (NILGOSC). This is a contributory scheme administered by the Northern Ireland Local Government Officers' Superannuation Committee. Existing staff who have opted out may rejoin the scheme.</b></p> <p><b>Further details are available at:</b>            NILGOSC            Templeton House            411 Holywood Road            Belfast            BT4 2LP</p> <p>Telephone: 0845 308 7346            e-mail: <a href="mailto:info@nilogosc.org.uk">info@nilogosc.org.uk</a>            Website: <a href="http://www.nilgosc.org.uk">www.nilgosc.org.uk</a></p>

# Pension & Other Financial Benefits

## Your Pension Scheme

The Northern Ireland Teachers' Pension Scheme (NITPS) (for Lecturing Staff) and the Northern Ireland Local Government Pension Scheme (NILGOSC) (for Support Staff) play a key part of the reward offer for employees at the College.

## Tax Efficient

Contributions to both schemes are tax free bringing down the cost of membership.

## Support from your Employer

The College pays a generous contribution of your salary towards the cost of your pension.

## Financial Security

Your pension depends on your earnings and how long you have been a member of the scheme.

## Future Proof

Your pension benefits increase each year during your retirement to keep up with the cost of living.

## Flexibility

Options are available to increase your benefits and to retire flexibly, to suit your plans for the future.

## Redundancy Benefits

NITPS - if you leave pensionable employment via redundancy/VES there are three options open to you:-

- (a) Leave your pension credit in the teachers' superannuation scheme. This is called "preservation";
- (b) Transfer your pension credit to another pension provider;
- (c) If you have not qualified for benefits take a repayment of your pension contributions.

**NILGOSC** – aged 55 or over you will be entitled to the immediate unreduced payment of scheme benefits. Under age 55, your benefits will become deferred and will remain in the scheme until the normal retirement age of 65.

## Death in Service Benefits

Both schemes provide valuable protection for your loved ones including death in service benefits.

## Ill Health Benefits

The schemes both provide ill health benefits if you are too ill to continue working.



# Health & Wellbeing

Southern Regional College is committed to fostering a positive working environment that promotes and protects the physical and mental wellbeing of our staff. Through our established health and wellbeing programme, we acknowledge that our staff are our most valuable resource and their health and wellbeing is crucial to the effective running of the College.

## Occupational Sick Pay (OSP)

The College operates a sick pay and leave provision above the statutory entitlements with sick leave provisions and payment varying according to the length of your continuous service. The purpose of this provision is to allow you time off from work to recuperate or to return to work gradually on medical advice, without the pressure of immediate financial worries. If you are absent from work due to illness you will be entitled to receive OSP in accordance with the following scale:-

## Occupational Sick Pay Entitlement

### Lecturing Staff

Full pay for 25 working days and after 4 months' service half pay for 50 working days.

**During 2<sup>nd</sup> year of service**

Full pay for 50 working days and then half pay for 50 working days.

**During 3<sup>rd</sup> year of service**

Full pay for 75 working days and then half pay for 75 working days.

**During 4<sup>th</sup> year of service**

Full pay for 100 working days and then half pay for 100 working days.

\* PTLS have a separate pay scheme in place

### Support Staff \*

**During 1<sup>st</sup> year of service**

1 month's full pay and (after 4 months' service) 2 months' half pay

**During 2<sup>nd</sup> year of service**

2 months' full pay and 2 months' half pay

**During 3<sup>rd</sup> year of service**

3 months' full pay and 3 months' half pay

**During 4<sup>th</sup> and 5<sup>th</sup> years of service**

5 months' full pay and 5 months' half pay

**After 5 years' of service**

6 months' full pay and 6 months' half pay

\*Excludes Casual Staff, Graduate Interns and Call Centre Agents.



# Health & Wellbeing

---

## Health & Wellbeing Activities

---

A range of health & wellbeing activities are communicated to staff on a regular basis under our SRC People Hub brand. We also hold health & wellbeing events within the academic calendar to support your physical, psychological and social wellbeing. Our dedicated intranet site People Hub gives you advice on how to stay healthy and have a better quality of work life balance.

## Employee Assistance Programme

---

The Employee Assistance Programme is a free, 24 hour confidential and impartial telephone counselling service that is available to all employees for work, financial, legal, family and personal problems. It is run by external providers and therefore is completely separate and confidential from the College.

## Healthcare Cashback Scheme

---

The Healthcare Cashback Scheme helps employees manage the cost of routine health expenses by offering cashback on a wide range of treatments and services. This is a practical way for the College to support employee wellbeing while keeping healthcare affordable. Employees can claim back costs for appointments with healthcare professionals such as visiting the dentist, physiotherapist and specialist consultants.

## Eye Tests & Corrective Appliances

---

Employees who habitually operate Display Screen Equipment (DSE) for significant periods of time are entitled to be reimbursed for eye-sight tests and prescribed spectacles for DSE work. Further details are available in the Employee Handbook.

## Occupational Health

---

Employees have access to Occupational Health within the work place. Occupational Health provides health services to promote, maintain and improve the physical and mental wellbeing of employees.

## Electric Vehicle (EV) Salary Sacrifice Scheme

---

The EV Salary Sacrifice Scheme offers staff a sustainable and cost-effective way to lease a brand-new electric vehicle through monthly salary deductions. It is a win-win: reducing carbon footprint while enjoying significant savings. Lease payments are deducted before tax and National Insurance, making EVs more affordable than ever. Packages typically include insurance, servicing, and maintenance. Help the College build a greener future in support of the College's sustainability policy by switching to zero-emission transport. Choose from a wide range of electric vehicles—from compact city cars to high-performance models. Lease durations and mileage options tailored to suit your lifestyle.

## Cycle to Work Scheme

---

The College promotes a greener approach to travel by encouraging the use of a bicycle as transport to and from work, and supports the Government's Cycle to Work scheme. The scheme operates through a salary sacrifice arrangement, where the College buys the bicycle, provides it to the employee and then recovers the cost from the employee's salary over an agreed period, usually 12 months. At the end of the period the employee can return the bicycle or can arrange to buy it outright. With Cyclescheme, you can get a bicycle tax-free, which for most people means they save about 32% of the cost. More information:

[www.cyclescheme.co.uk/225dfc](http://www.cyclescheme.co.uk/225dfc)

## On-site Gym

---

Staff are entitled to free use of the on-site gym in the Newry campus, with access to state of the art cardiovascular and resistance machines, as well as functional fitness equipment. Further details are available in the SRC Perks Booklet.

# Health & Wellbeing

## Give As You Earn Scheme

The Give As You Earn (GAYE) 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. Many charities rely on regular donations to plan and deliver long-term support.

## Teachers Credit Union

Staff have the facility to save with the Teachers Credit Union directly through their salary. This initiative supports financial resilience and encourages employees to save whilst supporting their financial wellbeing.

## Quiet Room

The College has a number of quiet rooms located on campuses; Armagh, Banbridge and Newry West which are intended to fulfil employees' and students' physical, spiritual and religious needs - a multipurpose space, the room can be used for naps, relief from stress and over-stimulation, meditation, prayer and reading quietly.

## Nominated Charity

Every two years staff and students have the chance to nominate a charity partner for the College. A number of fundraising events are organised throughout the year in support of the College's commitment to Corporate Social Responsibility.

## Discounts

The College has negotiated a range of discounts with local suppliers such as restaurants, shops and services in which staff receive a preferential rate as a member of SRC staff. These are available in our SRC Perks Booklet.

## Good for Me; Good for FE

The College supports the Good for Me; Good for FE campaign which aims to generate £4 million of social value through a range of sustainable community actions including volunteering, fundraising and charitable partnerships.

The campaign has 3 primary strands:

1. Foodbank donations – this also includes a Christmas toy appeal and Educational Eats (free breakfasts for students);
2. Encouraging staff and student volunteering activity inside and outside the College community; and
3. Promoting and developing corporate and charitable partnerships.



# Family & Worklife Balance Benefits

---

**The College is committed, where possible, to provide patterns of employment that will enable staff to maintain a healthy balance between their working and private lives. The College offers a range of benefits to support you in balancing work life and family life. Further details of all family and worklife balance policies are available in the Employee Handbook.**

## Occupational Maternity Leave/Pay

---

All female employees are entitled to up to 52 weeks' maternity leave (26 weeks' ordinary maternity leave plus 26 weeks' additional maternity leave). Staff who qualify (having the required length of service) will be entitled up to 39 weeks' paid maternity leave, the remaining maternity leave of 13 weeks' being unpaid.

## Occupational Adoption Leave/Pay

---

An employee who is adopting a child is entitled to 52 weeks' Adoption Leave. For employees who qualify (having the required length of service) there is an entitlement to 39 weeks' paid adoption leave, the remaining 13 weeks' being unpaid.

## Occupational Paternity Leave/Pay

---

Following the birth of a child or the placement of a child for adoption, employees who qualify have the right to take either one or two weeks' paid Ordinary Paternity Leave to care for the child or support the mother or, in the case of adoption, the adopter or other adopter.

## Parental Leave

---

Parental Leave is unpaid time off work to look after a child, which includes making arrangements for the good of the child. To qualify, employees must have worked for the College continuously for one year. Parental Leave must be taken in blocks of one week limited to four weeks per year.

## Shared Parental Leave

---

Shared Parental Leave is designed to give parents more flexibility in how they share the care of their child in the first year following birth or adoption. Parents who are eligible may be able to share a pot of leave and decide to be off work at the same time and/or take it in turn to have a period of leave to look after the child. Further information is available from the HR Team.

## Flexi-Time

---

Flexi-Time applies to all Support Staff (except those staff working in operational areas specifically excluded from the scheme). It allows staff to plan their working hours to adapt to their own need and to those of the College thus increasing the efficiency of the organisation.

## TOIL (time off in lieu) Policy

---

Support staff who may be asked at times to carry out additional work beyond the normal working week may be offered TOIL.

## Childcare

---

Parents with registered childcare costs can avail of the government's Tax-Free Childcare Scheme (<https://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 £2000 per child per annum (£4000 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 (<https://www.nidirect.gov.uk/articles/universal-credit>) to those that are eligible.

Employers For Childcare (<https://www.employersforchildcare.org/parents/>) offers a range of services to support parents including a free Family Benefits Advice Service providing impartial and confidential advice on a wide range of childcare and work-related issues; workshops and events for parents covering important and relevant topics (Tel: 0800 0283008).

# Family & Worklife Balance Benefits

## Hybrid Working

Hybrid working empowers staff to balance their professional responsibilities with personal wellbeing by offering a blend of remote and on-site working for roles that do not require a face-to-face delivery. This approach supports productivity, collaboration, and a healthier work-life balance.

## Career Break

A career break is a period of special leave of absence without salary for a period normally not less than one year or greater than two years. This policy applies to permanent staff with at least three years' service.

## Special Leave of Absence Policy

There may be times when you may need to request leave for domestic and personal matters, or you may need time away from work for essential civil and public duties. The Special Leave of Absence

policy applies to permanent staff with at least one year's service.

## Flexible working

The College offers a range of flexible working options to suit the lifestyle of employees and help meet their needs outside of work. Examples include part time working, compressed working hours, job sharing and term time working.

## Time off for Dependants

The College recognises that employees may require a reasonable amount of time off work during normal working hours to deal with certain unexpected or sudden emergencies involving a dependant and to enable them to make any necessary longer term arrangements. The College will, where possible, support employees faced with such situations.



# Organisational & Personal Development

## Annual Performance Appraisals

The College is committed to the continuous professional development of staff to ensure their skills and qualifications support the delivery of a high quality curriculum and support service. We encourage individuals to take ownership of their own development and to share learning so that we are an organisation that continuously improves.

All employees will have the benefit of an annual Appraisal and Personal Development Review with continuous management support throughout the year.

## Organisational Development

The College has an Organisational Development Policy which is a framework for the professional and personal development of employees and the devising and implementing of such programmes that will enhance their knowledge and skills. There is a wide range of learning and development activities available.

## Continued Excellence Awards

You can nominate a colleague for a job well done and for demonstrating the College values. 'The Continued Excellence' awards formally recognise staff whose exceptional contribution, on a sustained basis over an appropriate period of time, or outstanding achievements of a one-off or short term nature is worthy of particular recognition. The scheme provides staff with an annual opportunity to be considered for an award.

## Professional Membership Reimbursement

Through the Professional Membership Reimbursement Scheme, employees can now receive full or partial reimbursement for approved membership fees to recognised professional or industry bodies. This helps staff to maintain active links with their professional community and stay informed on industry trends ensuring memberships remain valid and up to date. Memberships often provide access to exclusive training, resources, and networking opportunities. Being part of a recognised body reinforces employees' expertise and commitment within their field.

## Personal Development Programme

The College encourages staff to grow personally and professionally by offering one free Level 0 to 3 course per year, chosen from a range of recreational or accredited options. This offer provides a chance to learn something new, pursue a passion, or gain valuable skills. Courses run outside work hours, and staff are expected to commit fully once enrolled. Further details are available in the College's Annual Schedule of Fees and Charges.



# Other Benefits

---

## Free On-Site Car Parking

---

The College offers free on-site car parking to all staff. Parking permits are required to be displayed and you can apply for these via the Estates team.

## “SRCzine” and Principal & Chief Executive Update

---

The College publishes a College magazine for staff which celebrates the College’s successes and provides updates for staff. The Principal & Chief Executive publishes regular updates which are communicated at team meetings.

## Restaurants

---

Staff are entitled to use the canteens which provide reasonably priced hot food and snacks through the day. The Graduate and The Arches Restaurants at Newry and The Oracle at Portadown serve a more formal menu during term time and staff can avail of low cost, healthy meals prepared fresh by our Catering students.

## Learning Resource Centres

---

The Learning Resource Centres provide resources relating to the subjects taught and researched on each site. IT facilities are available and library services are open to all staff and students.

## Communication

---

Effective communication within and beyond the College is essential to the quality of life of employees. The College is committed to open communication with its employees through various focus groups, Q&A sessions and coffee mornings.

## Trade Unions

---

The College has strong partnership working relationship with its local recognised trade union members. The College systematically involves trade union representatives and staff at all levels in shaping the service and in the decision making process which affects employees’ working lives. Employees have the right to join the Further Education sector’s recognised trade unions which include NIPSA, UCU, GMB, NASUWT, UNISON, ATL and AMIE.

Trade Union subscriptions may be deducted directly from salaries. It is not a condition of employment that any member of staff should join a Trade Union. Contact details are available from their respective websites.



## Great Careers Start Here

- ✉ [info@src.ac.uk](mailto:info@src.ac.uk)
- 🌐 [www.src.ac.uk](http://www.src.ac.uk)
- ☎ 0300 123 1223
- 📘 [facebook.com/SouthernRegionalCollege](https://facebook.com/SouthernRegionalCollege)
- 📷 [instagram.com/SouthernRegionalCollege](https://instagram.com/SouthernRegionalCollege)
- 🌐 [linkedin.com/company/southernregionalcollege](https://linkedin.com/company/southernregionalcollege)