The Royal Society of Edinburgh
KNOWLEDGE MADE USEFUL

Benefits of working at the Royal Society of Edinburgh

This summary provides an overview of some of the benefits of working at the Royal Society of Edinburgh. Full details are provided in our employment policies.

Financial benefits

Pay

We have a fair, equitable, and transparent pay policy which is competitive within the sector. We show the salary on all our roles advertised.

Holiday entitlement

The starting allowance is 34 days per year (pro-rata for part-time employees). After 3 years this increases to 36 days and after 5 years it rises further to 39 days. Each year, up to 5 days of annual leave can be carried over to the next.

Pension and life assurance

New employees will be automatically enrolled into the RSE Group Personal Pension Plan, managed by Aviva.

The minimum employee contribution is 3%, the RSE will pay contributions of double your contribution up to a maximum employer contribution of 12% of basic pay.

We also offer 3x salary death benefit to all staff.

Cycle to work scheme

The RSE's Cycle to Work Scheme is run by Green Commute Initiative. This allows you to obtain a bicycle and cycling equipment through a salary sacrifice arrangement, spreading the cost through monthly payroll deductions while making tax and National Insurance savings.

Life change benefits

Maternity arrangements

Employees are entitled to up to 52 weeks of statutory maternity leave, depending on length of service.

Employees with 26 weeks' continuous service by the qualifying week are eligible for enhanced maternity pay, including 16 weeks at full pay, followed by Statutory Maternity Pay (SMP, where applicable).

Employees with less than 26 weeks' service may still be eligible for SMP or Maternity Allowance, in line with statutory requirements.

Hours of work and flexible working

The standard working week at the RSE is 35 hours. For most roles, employees can choose to work up to 3 days per week (pro-rata for part time) from home. Start and finish times can be agreed between employee and manager. Flexibility of working hours may be required to meet the RSE's various needs.

Employees can request additional flexible working arrangements that suit their individual needs and circumstances. This can include options such as part-time working, job sharing, compressed or staggered hours, flexitime, and fully remote working.

Family leave

Up to five days of paid Family Responsibility Leave per year (pro rata for part-time employees) may be taken to support employees when urgent and exceptional personal or caring circumstances arise, without affecting salary or annual leave entitlement.

Volunteer leave

Employees who wish to take volunteer leave are entitled to 2 days paid leave per year (pro-rata for part-time employees) to volunteer for a charity or community cause that matters to them.

Purchase additional leave

Employees have the option to purchase up to 5 additional days of annual leave each year (pro rata for part-time employees). The cost is taken through salary sacrifice and spread across monthly payments, making it a manageable way to increase time away from work.

Learning and development

We are committed to embedding a strong culture of learning and development across the RSE. Employees are supported with a dedicated training budget to help develop the skills, knowledge and confidence needed to succeed and grow in their roles and careers.

Our approach is guided by the 70-20-10 model, recognising that learning happens in many ways - through hands-on experience, learning from others, and more formal development opportunities. Opportunities may include attending workshops, conferences, webinars and networking events, as well as keeping up to date with developments in your field through research.

We also encourage learning as part of everyday working life. This includes sharing knowledge internally through staff-led "lunch and learns", skills-sharing sessions, and collaborative learning activities. From technical deep-dives to creative and wellbeing-focused sessions such as crafts.

Health and wellbeing

Employee Assistance Programme (EAP)

The EAP is a free, confidential service designed to help you deal with personal and professional problems that could be affecting your home life or work life, health, and general wellbeing.

Gym membership discount

RSE employees can access discounted membership rates at Nuffield Health: £64 per month on a 12-month contract, or £80 per month on a rolling monthly contract.

Medicash Corporate Health Plan

The RSE has a healthcare cash plan with Medicash which operates on an automatic enrolment basis for eligible employees. The plan is designed to help cover everyday healthcare costs such as dental treatment, optical care, physiotherapy, flu jab and other health-related expenses (annual claim limits apply).