

Benefits for PDI and PAS

€ PAY

Seniority

The supplement is applied for each three-year period of employment, from 1 September 2016. The supplement for full-time work is €43.32/month (a fixed amount of €649.80/year). It is increased every three years up to a maximum of five supplements (equivalent to €216.60/month or €3,249/year).

Extra monthly payments

Staff receive three extra monthly payments, coinciding with Sant Jordi (23 April), Catalonia's National Day (11 September) and Christmas (25 December).

WORKDAY

Workday of administrative and service staff

Administrative and service staff work a total of 1,565 hours per year, corresponding to an average working week of 37.5 hours.

Intensive workday

Administrative and service staff work 30 hours per week, 6 hours a day, at Christmas, Easter, during the months of July and August, and over academic long weekends.

Reduction of working hours

Guardians of children under 12 years of age, or of people with physical, mental or sensory disabilities, can reduce their working hours and salary by 12.5% to 50%.

Workday of teaching and research staff

Teaching and research staff work 1,600 hours per year, corresponding to an average working week of 38 hours. Teachers in the Part-time 1 category work 1,200 hours per year, equivalent to 28.5 hours per week. Teachers in the Part-time 2 category work 800 hours per year, equivalent to 19 hours per week.

Workday modification for training

PAS and PDI staff can adapt their ordinary workday to attend professional training or specialist courses.

HOLIDAYS

PAS

Administrative and service staff have annual paid leave of 30 working days. Every May, the Staff Committee and university management negotiate the work calendar, including public holidays, university holidays, long weekends and intensive workdays. The University remains closed at Christmas, Easter and for three weeks in August. The work calendar is published on the staff portal each July.

PDI

Teaching and research staff have annual paid leave of 31 working days. In addition, PDI have paid leave during the second half of July and over Christmas and Easter, as specified in the academic calendar. The work calendar is published each July at [Virtual Campus > Community > Academic Affairs](#).

LEAVE

Loyalty

For every 15 years of UVic-UCC employment, staff are granted one month's leave. In exceptional cases and subject to prior agreement with the employer, this can be replaced by one month's salary.

Parenthood

In accordance with current legislation, all employees are entitled to sixteen weeks' leave, which can be extended to eighteen weeks in the event of having a disabled child or multiple births. The University extends this leave for two more weeks and bears the cost.

Breastfeeding: a period of one hour per day of absence from the workplace is permitted, or two periods of 30 minutes. As an alternative, you can accumulate the hours and take them off as whole working days.

The University has spaces designed for those who wish to breastfeed at the workplace. You can find the details at apunt.uvic.cat/el-campus-vic-ja-disposa-dels-primers-espais-de-lactancia

Personal matters

During the 2023-2024 academic year, staff can take up to 5 days off for personal matters.

Marriage or stable partnership

If you get married or register a civil union, you will be eligible for fifteen extra days' leave, subject to submission of the corresponding legal certificate, during the following year.

Research task

Maximum leave of one semester for a research task assignment.

Temporary disability

Staff subject to temporary disability receive full salary from the first day. The University assumes the cost, up to 100% of pay.

TRAINING

Study grants

All members of staff, both PDI and PAS, employed at the University for at least a year, can take advantage of study grants for themselves or for dependent children on first enrolment in a course activity. See Article 26 of the Collective Agreement for details of these grants.

Language courses

Language courses at different levels are organised for PDI and PAS each term. Enrol at Talent Policy in the months of September and December.

Courses

Throughout the academic year, employees can participate in courses to improve their knowledge in both computer tools and concepts that are constantly updated (gender, new developments in university computer applications, etc.). The Talent Policy Area opens registrations several times during the academic year.

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HEALTH AND WELL-BEING

Health check-ups and the Medical Service

Staff have access to a medical service for consultations and can have regular annual check-ups.

Emotional well-being

Welfare and Safety at Work coordinates the Psychological Support Service for members of staff. This service offers free individual sessions. To request an appointment, fill out the form at [Virtual Campus > Well-being > Psychological support](#)

OTHER BENEFITS

Competence assessment

The competences of university staff are assessed annually to encourage further development. The assessment system includes an economic consideration.

Internal promotion

Professional promotion pathways are available to teaching and research staff. These pathways are the frame of reference for all internal promotions and for new teaching and research staff positions.

Special conditions at banks

Staff enjoy special conditions at banks such as BBVA, Caixa d'Enginyers and Banc Santander. Details and conditions for each bank can be found at the Employee Portal > My Company.

Working remotely

Staff are able to work remotely for part of the working week. On-site and remote working hours, agreed with each service or faculty head, are administered through the Virtual Campus.

UNIVERSITY COMMUNITY

Parking

Around the Miramarges and Torredels Frares campuses reserved parking, marked in orange, is available for the university community. All members of the university community can park in the orange parking zone for 7 hours by paying €1 and selecting the university rate.

More information at: www.uvic.cat/uhub/vidauniversitaria/zona-taronja

UVals

UVals is an initiative that includes all the discounts and benefits that you can take advantage of as part of the university community. To obtain these discounts, all you have to do is show your University Smart Card (TUI). Consult all the advantages at: uvalsuvic.cat/

Sports

Sports card: employees have access to a sports card that allows entry to different gyms, swimming pools and tennis and paddle courts, among others, at a greatly reduced annual price (2023-2024 academic year, €45) .

More information at: www.uvic.cat/en/uhub/sports/sports-card

There are fitness classes at various time slots during the week at the Miramarges site: HIIT, *spinning* and Zumba, among others. Consult details at: www.uvic.cat/en/uhub/sports/courses

Groups and Societies

University groups and societies organise a range of activities that put you in touch with other members of the community. For example, the Choir, the Inclusive Orchestra, the Emboirats and the Garrins Metà·lics. Consult the full list of groups and societies and further details at: www.uvic.cat/uhub/collectius