

Welcome to the Hilary term 2019

edition of updates from central HR. In this issue you will find information on:

- Technician Commitment
- Stonewall achievement
- Visa Loan Scheme for international staff
- EU Settlement Pilot Scheme
- Update from Childcare Services
- My Family Care's free advice phone line

To find out more about HR issues, please visit www.admin.ox.ac.uk/personnel/staffinfo/.

PROUD SUPPORTER OF THE
Technician Commitment

University signs up to the Technician Commitment

The Technician Commitment is a university and research institution initiative which aims to ensure visibility, recognition, career development and sustainability for technicians working in higher education and research, across all disciplines. The University is a signatory to the Technician Commitment scheme, and has now submitted its action plan to the national steering group.

We would like to celebrate the achievements of our technicians and have a new webpage at www.admin.ox.ac.uk/personnel/staffinfo/technicians where you can read news stories about technicians across the University.

The Science Council has kindly offered to facilitate a workshop next term on the professional registration process for technicians. We hope to arrange a workshop in Oxford in Hilary term 2019. If you would be interested in attending, or have queries about the Technician Commitment, please contact Sue Morris (Personnel Services) at sue.morris@admin.ox.ac.uk.

University named among 100 top LGBT inclusive employers



We are thrilled to be named among the UK's 100 top employers for LGBT staff by the charity Stonewall in its Workplace Equality Index 2019. This is the first time that the University has placed on Stonewall's Top 100 Employers list, which is an annual audit of LGBT inclusion by employers

across workplaces, services and communities throughout the UK. Read the full story at: www.ox.ac.uk/news/2019-01-21-oxford-university-named-among-100-top-lgbt-inclusive-employers.

News from Childcare Services



New: 4-day nursery booking pattern

We are pleased to announce that as of January 2019, we will offer a four day nursery booking pattern to parents who work either on 0.8FTE contracts or full time. The booking pattern would cover Mondays, Tuesdays, Thursdays and Fridays. If this is something that you are interested in, please don't hesitate to contact us or simply update your application online at: www.admin.ox.ac.uk/childcare.

New: out-of-hours childcare provider

We have recently started working with a new out-of-hours childcare provider: Oxford Sitters. Oxford Sitters supplies local, qualified childcare professionals, with first aid training, for evening and weekend babysitting roles. All sitters are recruited using Oxfordshire safer recruitment procedures and are personally interviewed and reference-checked by the company owner. University of Oxford employees receive discounted rates – please use the code 'oxforduni' when making reservations. For details, please see www.oxfordsitters.co.uk.

As always, you can contact the Childcare Services team with any questions or concerns you may have. For more information about the service, including contact details, please visit: www.admin.ox.ac.uk/childcare/.

Next phase of EU Settlement Pilot Scheme

The Home Office has launched the next phase of the Settled Status pilot scheme for EU citizens and their families, which extends who can apply for the scheme.

The pilot is now available to:

- citizens of the European Union;
- family members of someone from the EU that have a residence card with a biometric chip and 'EU right to reside' on the back.

You must still use the Home Office's 'EU Exit: ID Document Check' Android app to confirm your identity. Please use the following link to apply:

<https://apply-for-eu-settled-status.homeoffice.gov.uk/start/eu-settlement>.

Further information about the fees for settled/pre-settled status will be communicated once the government position on the costs of the scheme is clarified. Please contact the Staff Immigration Team if you have any concerns about this.

This scheme is not yet open for non-EU EEA countries and Swiss citizens, but the Home Office has confirmed that non-EU EEA countries and Swiss citizens will be able to apply once the system becomes fully available on 30 March 2019. Alternatives to using the Android app to apply will also become available by that time.

Visa Loan Scheme extended to cover British Citizenship applications

Following a consultation, we are pleased to announce that the existing Visa Loan Scheme, launched in September 2018 for international employees and their dependents, will be extended to include:

- applications to become a British Citizenship by naturalisation;
- applications to become a British Citizenship by registration (for children under 18 born in UK).

This new category will be added to the loan scheme from 1 January 2019 and is open to both EU/EEA employees and international employees.

Details of the Visa Loan Scheme can be found on the SIT website at:

www.admin.ox.ac.uk/personnel/permits/reimburse&loanscheme/

Questions about staff immigration?

The Staff Immigration Team is here to help. Contact details for the team are available at www.admin.ox.ac.uk/personnel/permits/.

'The advice was really practical'

Two members of staff in the Medical Sciences Division have shared their experiences of using the **Speak to an Expert** phone line in the upcoming edition of *Blueprint* magazine. Available through **My Family Care**, the phone line is free to all University staff and offers advice on a whole host of caring issues.

Look out for the next edition of *Blueprint*, out in February, to read how the service can help with issues like finding the right kind of eldercare or dealing with a child's sleeping difficulties.

You can also find out more about Speak to an Expert at: www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/

My Family Care

Making work+family work

WORK + FAMILY space

The My Family Care benefit is free for all University employees. To register, all you need is your SSO and your employee number (found on your payslip). For more details, please visit:

www.myfamilycare.co.uk/oxford

Once registered, you can access a whole host of resources, including the Speak to an Expert advice phone line, downloadable advice guides, and webinars. You can also book backup care for children or dependent adults for a fee.

Looking for more HR updates? Back issues of this newsletter are available online: www.admin.ox.ac.uk/personnel/news/updatesforstaff/.