

# Employee Benefits



## Perkbox

Discount scheme (e.g. High Street shops, cinemas, airport parking and hotels, savings with Apple, free coffee at Cafe Nero each month, download a free film each month).



## Health cash plan

No cost to the employee except if you choose to upgrade and add additional members to the plan.



## Bike2Work Scheme - Conditions apply

A salary sacrifice scheme enabling colleagues to purchase a bike up to the value of £1,000 (available upon successful probation).



## Season ticket loans (bus & train) - Conditions apply

0% loan for the cost of a season ticket which is deducted from salary over a 10 month period (This benefit is available on successful completion of probation).



## Flexible working hours

As well as being entitled to up to 26 days of Annual Leave, you can also take your bank holiday time when it suits you. We also offer flexible, compressed hours so you can have additional days off and hybrid working, so you can work from home a few days a week.



## Annual flu vaccinations

Offered to all employees who can use a voucher at Boots Pharmacy or see a visiting nurse.



## Free VDU test and a contribution to the cost of glasses - with an approved supplier

(Conditions apply).



## Car leasing scheme - Conditions apply

Through **tuskerCars.com** using salary sacrifice (This is available upon successful probation).



## Employees assistance programme

24 hour confidential counselling service that can be accessed via Simply Health or PerkBox.



## Wellbeing

Wellbeing champions plan activities throughout the year at each office e.g. fitness classes, walking clubs, meditation sessions and much more.



## Enhanced PA Housing maternity, paternity, and adoption pay

Pay above the Statutory basic amount.



## Help with Childcare Costs

Please visit [www.gov.uk/tax-free-childcare](http://www.gov.uk/tax-free-childcare) for information on potential tax-free childcare or 30 hours of free childcare.



## Online whistle blowing scheme In-Touch

A service where colleagues can report any concerns that they have confidentially and anonymously.

PA Housing has signed up to the Speak up hotline service available 24/7.

Visit [www.speak-up.info/pahousing](http://www.speak-up.info/pahousing) or call **0800 086 9267**



## Long Service Awards

Love to shop vouchers plus an extra day's leave to be taken that year

5 years £75

10 years £150

15 years £225

20 years £300

25 years £375

30 years £450



## Charity Match Funding - Discretionary

PA Housing will match fund the money raised by colleagues for registered charities that align with PA values up to a maximum value of £500 per fundraising event.



## Buying and Selling Annual Leave - Discretionary

colleagues can buy or sell a maximum of one working week in an annual leave year subject to certain conditions.



## Financial Hardship Loan - Discretionary

We all need a helping hand from time to time and PA Housing is here to support our colleagues, subject to certain conditions (available upon successful probation, up to £3,000).



## Volunteering - Discretionary

PA Housing recognises the contribution that colleagues volunteering can make and supports colleagues who wish to undertake volunteer work within the communities in which we operate or for charitable institutions. Colleagues can apply to take up to a maximum of 3 days (21 hours) paid volunteering per annum, pro rata for part time colleagues.



## Working from Home Allowance

£15 per month.



## Life Assurance

For colleagues within either the SHPS or Aegon Pension Schemes in the event of your death whilst employed then your chosen beneficiary would receive a payment of 3 times your annual salary, for those colleagues who are not in a pension scheme then in the event of your death whilst employed your chosen beneficiary would receive a payment of 1 times your annual salary.



## Bereavement and Probate Support Helpline

The news of a death can be deeply distressing, either personally, for a loved one or a colleague. Often a very personal journey, many prefer to talk about grief in confidence. Access a free helpline staffed by Qualified counsellors, is there to provide you and your family with the practical and emotional support you need. Call the helpline on **0800 917 0096**, 24 hours a day, 365 days a year, as often and as long as you need it. This service will provide emotional support to come to terms with the loss and understand the grieving process and provide you with practical support on how to: Register a death, arrange a death certificate, gain advice on what to do if a will has not been left, help deal with finances after death and managed the deceased's estate.



## Colleague Development Payment

A one-off reward of up to £300 if colleague study for and achieve a relevant external professional qualification.



## Professional Subscription Payment

Reimbursement of the full cost of a colleagues individual annual subscription to a relevant body on production of a receipt, one subscription per colleague per year.



## Enhanced Pension

PA Housing will contribute up to 10%