

# Our Colleague Benefits



## Holiday

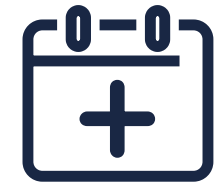
In addition to our comprehensive benefits package, we provide a competitive annual leave entitlement, which increases progressively with the duration of your service over the first five years.

We calculate our holiday in hours, and our holiday year runs from April to March.



## Pension

You receive a Social Housing Pension Scheme defined contribution. You get to decide how much you want to contribute (between 4% and 8%) and we will match this.



## Company Sick Pay

If you're unwell and not able to work due to ill health, you'll receive paid sick pay based on your length of service with us.



## Employee Assistance

We provide an Employee Assistance service which offers up to 8 individual counselling sessions and support is available to our colleagues, 7 days a week, 24 hours a day.



## Agile Working

Depending on your role, we support colleagues to work flexibly, including where, when and how, to help you get your work-life balance right and for us to get the best from you.



## Equipment

We provide the relevant tools needed for your role.



## Health Care Cash Plan

All colleagues have access to Medicash, a health cash back scheme, where you can claim money back on your day to day medical and wellbeing costs (up to annual claim limits). We cover the total cost of the scheme; you just have to pay the tax which is approx. £24 per year.

Cover	From 1 April 2018
Dental	£80 + £40 per child
Optical	£80 + £40 per child
Consultation & Diagnostics	£100 + £50 per child
Physiotherapy/Osteopathy/Chiropractic/ Acupuncture/Homeopathy	£100 + £50 per child
Dental Accident	£100
Alternative therapies (reflexology/allergy testing etc)	£50 + £25 per child
Chiropody	£25
Prescriptions, inoculations and flu jabs	£20 + £10 per child
Health Screening	£50
Counselling	24/7 helpline, face to face counselling, online support



## Extras

As well as the cash back scheme, Medicash can offer discounts on entertainment, high street shops and grocery shopping. See Medicash Extras for more details.



## Wellbeing Portal

All colleagues have access to FUSE, a wellbeing portal which provides useful help and advice on a wide range of wellbeing topics, such as healthy eating, increasing your daily exercise, sleeping well and making healthier lifestyle choices. You can even ask questions directly to an expert.



## Colleague Voice

We have a group of dedicated colleagues who meet regularly to represent the views of all our colleagues.



## Learning and Development

We have a People Experience Team who can support you with your learning and development throughout your career with us.



## Credit Union

We are partnered with Westcountry Savings & Loans to provide credit union facilities to colleagues and customers. You can apply to save with them or to take out a loan from them.



## Rental/Stamp Duty Loan

Following one year of working for us, you can apply for an interest free loan of up to £1,000 to help with house moving costs.



## Volunteering

We're proud to support our local communities and encourage you to get involved by taking one paid day a year to volunteer.



## Mileage

If you need to use your own vehicle to do your job, we'll pay you 55p per mile and an extra 5p for any passengers.