

# FOR YOUR HEALTH, WEALTH AND WELLBEING

SSE Employee Benefits 2023  
ROI Edition



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# WELCOME

**Your Republic of Ireland Employee Benefits Booklet provides details of the extensive range of benefits you can enjoy as an employee of SSE.**

Reduced rates are available on a huge range of products and services, from savings on your healthcare to savings on your childcare.

This Benefits Booklet is your 'Shop Window' to the variety of offers available to you. For the full list of benefits please visit [ssenet](#).

We hope you enjoy browsing through this booklet, [ssenet](#), and making the most of the offers available to you.

\*Benefits may differ between the UK and the Republic of Ireland due to legislation differences and the availability of providers in each country. The benefits outlined in this booklet may be varied or terminated by the Company without notice or payment of compensation and are available wholly at the discretion of the Company.





**YOUR  
HEALTH**

# EMPLOYEE ASSISTANCE PROGRAMME (EAP)

## VHI - Employee Assistance Programme

Buying a new home, managing money, relationship challenges and raising children are just some events that can make life both exciting and challenging. SSE offers an Employee Assistance Programme for all employees.

VHI has now transitioned to a new EAP third party provider, Health Hero.

Health Hero are a UK and Ireland-based digitally innovative health provider.



# VHI HEALTHCARE

As an SSE employee you can benefit from healthcare through our current healthcare provider VHI.

Your VHI healthcare plan can help towards benefits including:

- Semi-private accommodation in most private hospitals
- Cover for day care & side room in most private hospitals
- GP and consultant visits
- Visits on a range of day-to-day medical expenses
- Cash back on physiotherapy and dental visits
- Cash back on combined visits to a psychologist/counsellor/psychotherapist
- Pre- and post-natal benefit cover
- Cash back on STI screening
- Health Screening at Vhi Medical Centres; located in Cork, Dublin & Galway





# GYMPASS

Gympass a new and exclusive health and wellbeing benefit is now available.  
Offering a fantastic range of flexible membership plans for both UK and ROI Employees.  
We all know that a healthy body and mind is fundamental to a happy life.

Gympass is here to help and is available from €0 per month.

Gympass is a wellbeing platform with thousands of gyms, studios, digital classes, apps and much more.

Giving you the flexibility to work out the way that suits you best.



# BABY BUMPS

To help make pregnancy an enjoyable time for its employees, SSE have introduced a helpful booklet called **Baby Bumps**. **Baby Bumps** provides help and advice for a smooth pregnancy and beyond.

From information on the Company's maternity provisions, to how SSE can help you work safely throughout your pregnancy and help with childcare costs. **Baby Bumps** is a great resource.

You will receive your **Baby Bumps** booklet once you or your line manager notifies a member of the HR team that you are expecting.

## **The Baby Bumps pack includes:**

- Baby Bumps booklet
- SSE Ireland Maternity Provisions
- SSE Ireland Paternity Provisions
- Template notification of intent to take maternity leave letter
- Useful contact lists







# FREE EYE TESTS FOR VDU USERS

**As an SSE employee you may be entitled to a free eye test.**

If you are a VDU user, the company will reimburse the cost of an eye test carried out at any optician to the value of €30.



YOUR  
LEISURE



# HOLIDAY PLUS

Holiday Plus is a scheme which gives all employees the opportunity to purchase additional annual leave days to add to their existing entitlement. Not only will you benefit from extra holidays, you will pay less Tax and PRSI as Holiday Plus is taken from your gross salary. Up to 10 additional annual leave days can be purchased in addition to your current annual leave entitlement. The number of days available is pro-rata for part time employees. All Holiday Plus requests are automatically approved.

The cost of your Holiday Plus days is deducted through payroll in equal instalments over 12 months starting from July.

Additional holidays can be taken at any time agreed with your line manager between 1 July and 30 June.

The cost of Holiday Plus is calculated by working out your hourly rate (annual salary/hours work per week/no. of weeks in a year) and multiplying this by the number of hours Holiday Plus to be purchased. For those who work full-time hours at 37.5 hours per week, a days holiday is 7.5 hours. The cost of Holiday Plus will be based on your salary at 1 June.

**YOUR  
HOME**

# ELECTRICITY & GAS DISCOUNT

In these times of high energy bills, as an SSE employee based in ROI you can get up to 20% discount off your electricity bill and 16% off your gas provided that:

1. You choose SSE Airtricity as your supplier
2. Your payments are via Direct Debit (for maximum discount)
3. You choose electronic billing (for maximum discount)







# MICROSOFT OFFICE 365 HOME USE PROGRAMME

Microsoft have given all SSE employees the opportunity to buy the latest version of Microsoft Office 365 at a 30% discount through the Home Use Program (HUP).

You will need an SSE email account in order to make a purchase.

This offer includes premium versions of Word, Excel, PowerPoint, Outlook and more. 1TB cloud storage per user and ongoing access to updates.

The Home version gives access for 5 PCs or Macs plus 5 tablets including iPad, Android or Windows and costs €48.30 (usually €69.00).

The Personal version gives access for 1 PC or Mac plus tablet including iPad, Android or Windows and costs €69.30 (usually €99.00).



The image features a solid teal background. On the left side, there is a thin vertical line composed of two parallel lines, one light blue and one dark blue. To the right of this line, the words "YOUR" and "MONEY" are stacked vertically in a large, white, sans-serif font.

**YOUR  
MONEY**

# SHARE INCENTIVE PLAN (SIP)

The SIP is a plan which helps you build up an investment in the Company's shares.

## INVEST

If you decide to participate in the Plan, you'll instruct SSE plc to deduct sufficient money from your post tax earnings on each salary payment date (maximum €150 per month) to buy up to 3 shares per month. The shares you buy will be known as Partnership Shares

The Company will match the number of shares you buy on a 1:1 basis. i.e. if you buy 3 shares, the Company will pay for 3 more shares for you. These will be known as matching shares.

The Plan operates in successive consecutive three month Accumulation Periods. Therefore if you choose to buy the maximum number of shares, each quarter you will be allocated a total of 18 shares in SSE plc – 9 Partnership and 9 Matching Shares.

The value of the Matching Shares awarded to you will be exempt from income tax. You will, however, be liable for the payment of the Universal Social Charge (USC) and employee's PRSI on the value of the Matching Shares awarded to you.

## OWN

Your Partnership and Matching Shares generally must be held in Trust for the three year period after the date on which they are awarded to you.

If you sell your shares prior to the three year period you will be subject to income tax.

## GROW

If you permit the trust to hold your Matching Shares for three years, these shares may be transferred to you without incurring any liability for income tax. Any dividends paid by SSE plc will be paid to you via the Trustee, subject to any tax deductions which may be required. Further details on tax treatments can be found in the SIP Explanatory Booklet available on [ssenet](#).



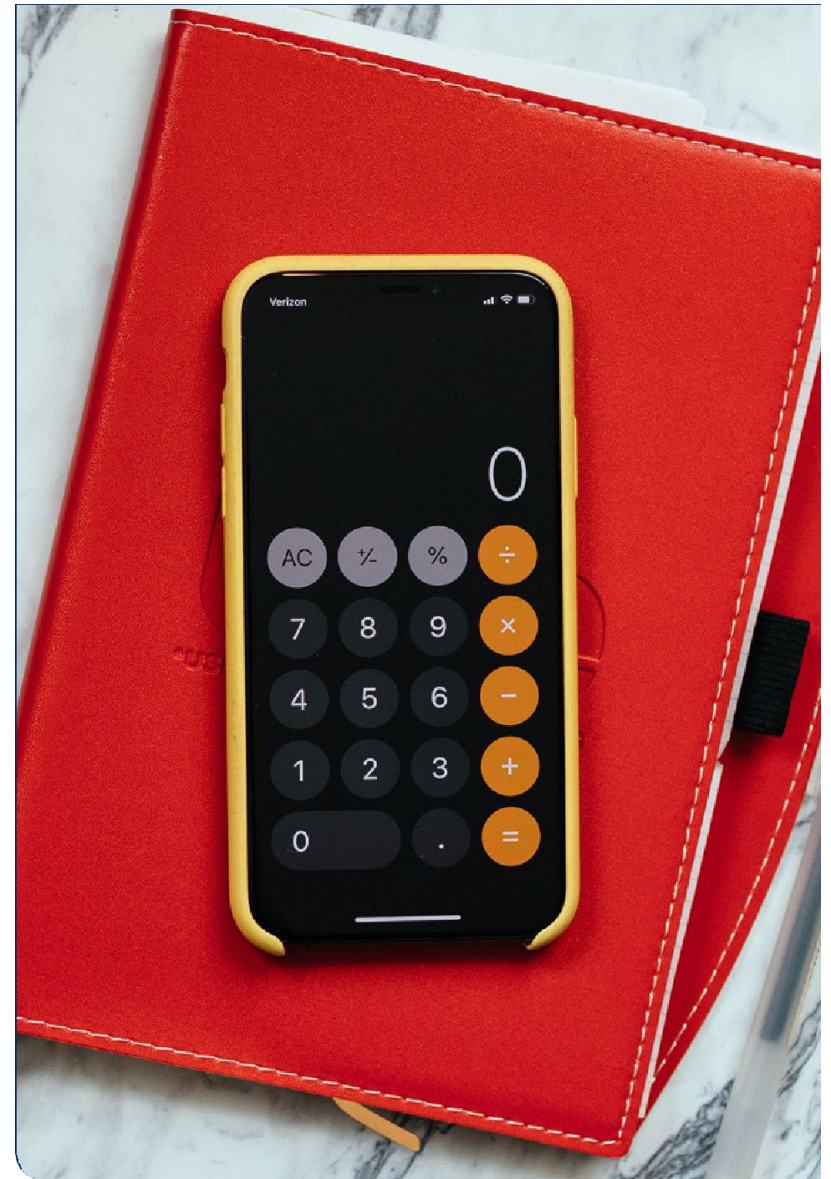


# NUDGE FOR SSE

Nudge is an external specialist in providing financial education to help you better understand and manage your personal finances.

Nudge works in two ways.

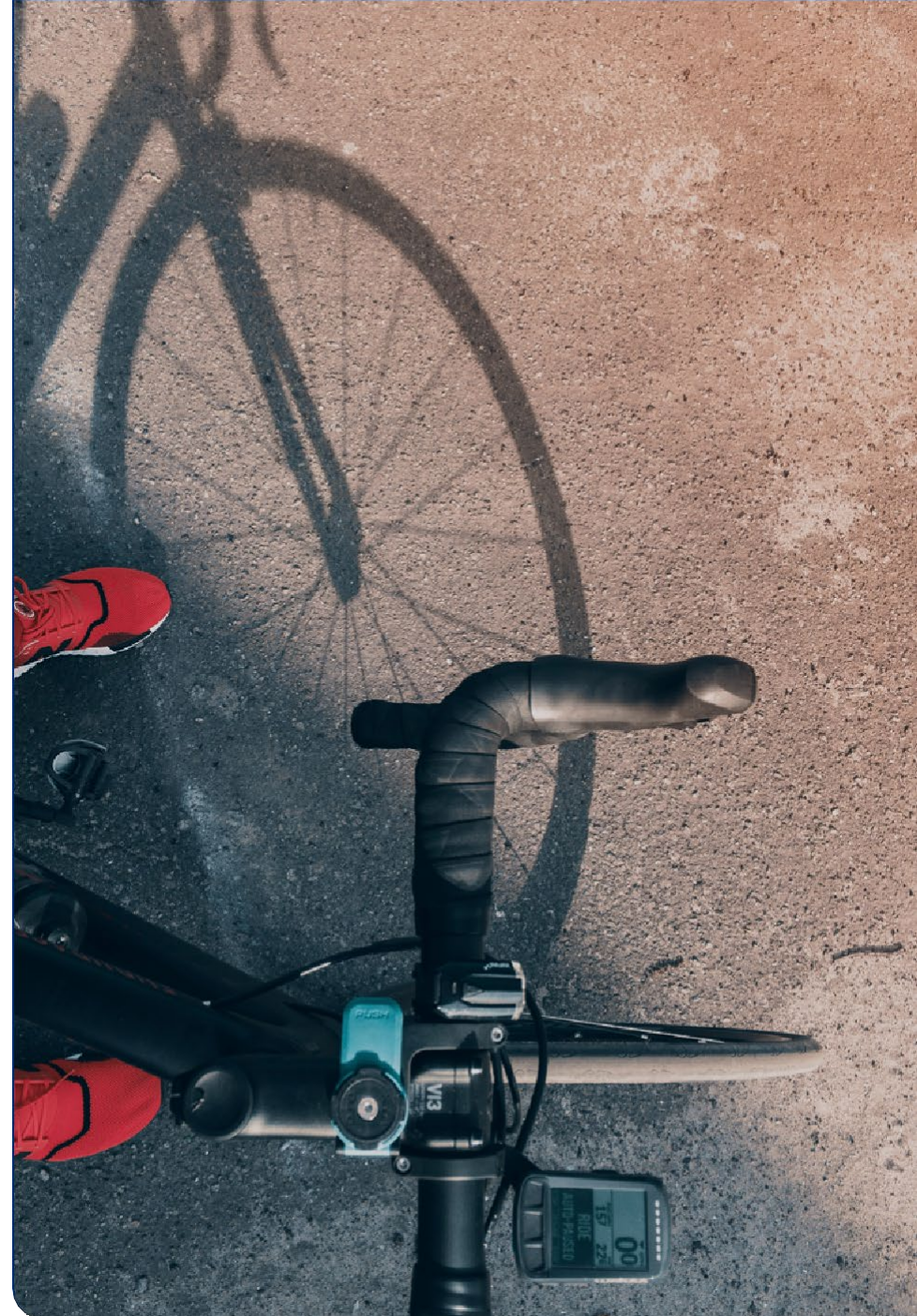
- Provides you with an exclusive website that shows you how you are managing your money and how changes will impact your circumstances
- Sends you a series of Nudges giving you personalised, bit sized tips and guidance when there is something you need to know about – such as changes in legislation or interest rates.
- 



**YOUR  
TRAVEL**

# BIKE TO WORK

The 'Bike to Work@ scheme is a salary sacrifice scheme available to all SSE Republic of Ireland employees. Through this scheme SSE will purchase a bike and safety equipment of your choice up to the value of €1,250 in respect of bicycles and €1,500 in respect of an electric bike. You will then pay for the bike by sacrificing part of your salary through deductions from payroll. You will pay less tax and PRSI as Bike to Work is deducted from your gross salary. The full cost must be recovered within 12 months of purchasing the bike.





# REDUCED RATES FOR COMMUTER TICKETS

SSE strongly encourages the greater use of public transport for travel to work in support of its commitment to sustainability. As a result of this all SSE employees can avail of reduced rates on the price they pay for their TaxSaver commuter tickets.

You will not only save between 31% - 52% in tax, PRSI and USC through the TaxSaver scheme, you can save an additional 25% on the price you pay for your TaxSaver commuter tickets.

To sign up please complete the Salary Sacrifice Agreement which can be found on the HR Hub on ssenet or the document library (FO-HR-032) and return this to The Benefits and HR Central Admin team.

Deductions from payroll will then commence.

Once you sign up, you will collect your monthly TaxSaver commuter ticket from the Facilities Team. Leap Card holders will need to update their ticket in a Payzone outlet for each new month. For further information please contact the Benefits Team at [benefits.hr.central.admin@sse.com](mailto:benefits.hr.central.admin@sse.com)





# EV HOME CHARGING UNIT DISCOUNTS

SSE strongly encourages the use of Electric Vehicles in support of its commitment to sustainability and Net Zero by 2050.

We are delighted to be able to offer our employees discount on a Home Charging Unit.

We have 1 offer available right now, with prices and availability for a further 2 coming soon.

Available right now is the Impossibly small & Impressively Smart **EO MINI PRO**.

A thin vertical line in a light blue color runs down the left side of the slide.

# YOUR PENSION

# PENSION

SSE offers you an excellent opportunity to save towards your retirement through a Defined Contribution pension scheme and provides invaluable insurance cover to protect you and your family. The Scheme is part of Zurich's Master Trust, which means Zurich look after the day-to-day administration of the Scheme, as well as providing valuable insight and governance to protect your savings.

New employees are automatically enrolled into the SSE Ireland Pension Scheme when they join SSE, at a contribution level of 6% of pensionable pay\*. You can request to increase or decrease your contribution at any time. Please note that 3% is the minimum contribution permitted to remain a member of the Scheme.

To request to change your pension contribution email [pensions-se@sse.com](mailto:pensions-se@sse.com) confirming the percentage you wish to pay along with a note of your employee number.

SSE match your contribution to a maximum of 6% of pensionable pay\*. In addition, to recognise loyalty, SSE will pay a further 3% of pensionable pay to your pension account after 5- and 10-years continuous Company service. You can find more information, forms and links for the Scheme by visiting [SSENet > Benefits > SSE Ireland Pension Scheme](#)



# PENSION - CONSTRUCTION WORKERS PENSION SCHEME (CWPS) SSE AIRTRICITY SOLUTIONS

A pension is one of the most important investments you can make in your life. All Electricians and General Operatives employed by Airtricity Utility Solutions (AUS) will be automatically entered into the Construction Workers Pension Scheme (CWPS).

Members of the CWPS are covered for retirement benefit, death in service benefit and sick pay benefit. This is in line with the terms and conditions of the Registered Employment Agreement for the Electrical Contracting Industry.

For more information on how this scheme works please see the Construction Workers Pension Scheme website: [www.cwps.ie](http://www.cwps.ie)





**YOUR  
SHOPPING**

# SSE ADVANTAGE

**SSE Advantage is a discounts and cash back site.**

SSE Advantage gives you the opportunity to save money with hundreds of well known brands and companies. Discounts are available on-line and instore in a wide range of categories including Travel, Computers, Motoring, Entertainment, Eating Out, Fashion, Sport and Grocery Shopping

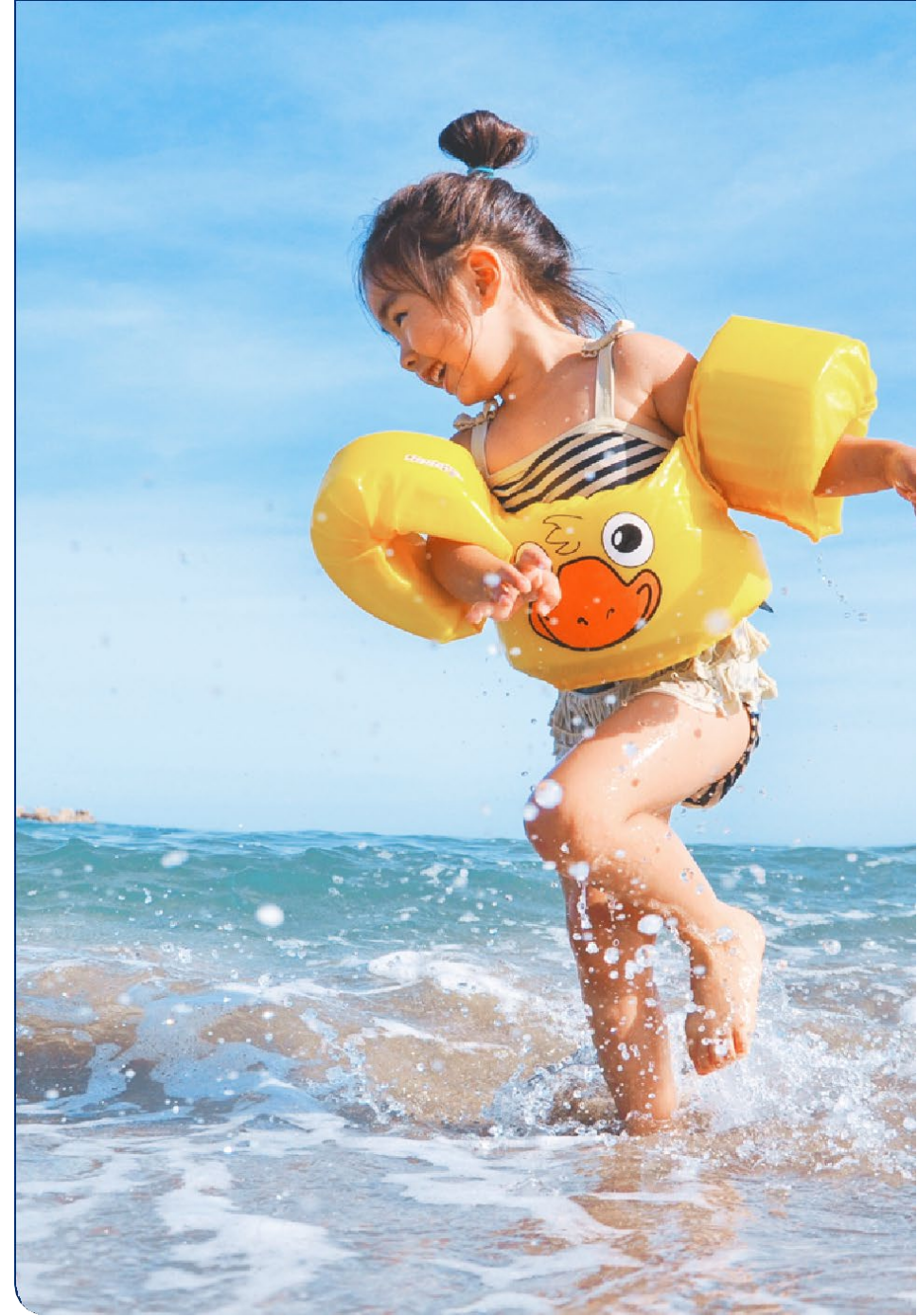
Whether you shop in store or online there are various ways to save including reloadable retail cards, digital vouchers and cash back offers. One you have an SSE email address you will receive an invitation to register.

If you don't have an SSE email address you can register by going to:-  
**[www.sseadvantage.com](http://www.sseadvantage.com)**

Add in your details and start saving.

**Log in and see where you can save!**

There are a huge range of discount and cash back offers available.



# MORE INFORMATION

More questions? email us at [benefits.hr.central.admin@sse.com](mailto:benefits.hr.central.admin@sse.com)

