

## Working for SW9 – Staff Perks

<b>Interest-free season ticket loan</b>	On successful completion of your probation period, you can apply for an interest free season ticket loan to cover your annual ticket. This is paid directly into your account and deductions are spread over 10 months.
<b>Defined Contribution Pension</b>	You will be auto-enrolled into the Social Housing Pension Scheme (SHPS) on 5%. However, you can contribute whatever percentage suits you. SW9 will match your contributions up to 8%. So, for example, if you contribute 6%, SW9 will contribute 6%. If you contribute 12%, SW9 will contribute 8%.
<b>Buy or Sell Annual Leave/ Carry Forward</b>	We recognise that personal plans or commitments change year on year. Therefore, you can request to buy a maximum of 5 days annual leave per calendar year or sell a maximum of 5 days per calendar year. If you haven't managed to use all your annual leave entitlement within the calendar year you can with approval from your line manager, carry forward a maximum of 5 days. Any carry forward must be used by June in the next calendar year.
<b>PerkBox</b>	Staff have access to over 200 big brand discounts through an online platform operated by PerkBox. The platform also hosts a wellness hub and other top discounts. Your login details will be sent to you in your first week.
<b>Employee Assistance Programme</b>	Through the PerkBox platform, staff have access to the free employee assistance helpline 24/7. Staff can talk confidentially with fully qualified counsellors, solicitors and consultants to get professional support as and when they need it.
<b>Staff Bonus</b>	We work to reward employees fairly for the work they do. Our Contribution and Development Review Scheme recognises employees' performance and rewards them with a one-off bonus for all their hard work and contribution to the organisation
<b>Training</b>	<p>We offer a range of training including mandatory, compliance, cultural engagement, technical, soft skills, Management and Leadership, Information Technology via our Corporate Training Programme.</p> <p>Once an employee has passed their probation period, they are given the opportunity to apply for a professional development grant per annum. Employees who are successful in their application can be entitled to have 80% - 100% of their course paid for.</p>

Annual Leave

<b>Length of Service</b>	<b>Entitlement</b>
During 1 <sup>st</sup> year of service	27 days
After 1 year of service	28 days
After 2 years of service	29 days
After 3 years of service	30 days
After 4 years of service	31 days
After 5 years of service	32 days