



Your Benefits



As an organisation, The Salvation Army always wants to do more - more for our communities, more for our service users, and just as importantly more for our employees. In return for your amazing contribution to our cause and our work, we offer you more than just your monthly salary. We also offer access to a great range of employee benefits that we hope you will use, enjoy and engage with during your employment with us. Our hope is that our benefits offer can enhance your life both in and outside of the workplace in three different areas - Health, Finances and Lifestyle.

Health



Sometimes, daily life can seem full of challenges. Wouldn't it be reassuring to know you've got somewhere to turn when you need reliable information or support, and someone to talk to when things don't run as smoothly as you'd like. PAM Assist is a free and confidential life management and personal support service, available to all employees, 24 hours a day, any day of the year.



When you add up the costs of everyday health care you and your family pay for - visiting the dentist, buying new glasses, prescription charges, or osteopathy treatment for a bad back for example - it can quickly add up to a significant sum of money. The Simplyhealth cash plan is designed to help you keep on top of these costs. Although you pay for the plan yourself, by joining through The Salvation Army you are able to access an enhanced range of available benefits at a better price than you could as a private individual.



We have partnered with Edenred to provide you with a free eye test voucher if you are a regular user of display screen equipment as part of your everyday work.

Finances

Life assurance

Active members of the Salvation Army Defined Contribution Pension Scheme are automatically covered for life assurance and a lump sum is payable in the event of your death. The value of the lump sum is three times your basic salary.



Pensions

The Salvation Army is proud to offer its employees the opportunity to participate in the sector-leading “The Salvation Army Employees Defined Contribution Scheme”. We strongly believe in the importance of you making regular and meaningful savings during your working life to help you secure a decent level of income when you retire. Employees are auto-enrolled into the scheme and can contribute up to 6% with a maximum employer contribution of 12%.

Long-service recognition pay

Employees, on completion of 10 years' service, are awarded long-service pay for each 10 years' service. For full time employees long-service pay is currently £10 per week.



Reliance Bank, originally known as The Salvation Army Bank, has been providing banking services for over 125 years and as an employee of The Salvation Army, you can benefit from the following exclusive offers:

- If you take out a mortgage with Reliance you can claim back £250 towards your fees and get a discount of £250 on valuations
- A 1% discount on the Reliance standard personal loan interest rate

Season ticket loan

To help you meet the upfront cost of an annual travel ticket and therefore take advantage of any available savings, you may be eligible to apply for an interest free loan (up to a maximum of £8,000) which you repay back to us directly from your salary over a ten month period.



SAGIC are The Salvation Army's wholly owned insurance company and are proud to be one of the oldest continuously operating ethical insurers. As an employee of The Salvation Army, you are eligible for a 20% discount on Home and Contents insurance policies.

Lifestyle

Annual leave

While we value the effort and contribution you make to The Salvation Army through the job that you do for us, we also recognise the value of the time you spend outside of the workplace to refresh, re-charge and just have fun. All full-time employees are entitled to a minimum of 25 days annual leave plus bank holidays (or the equivalent in hours if you work shift patterns). If you work part-time your entitlement will be pro-rated based on the actual hours that you work.



In recognition of our longer serving employees, when you have attained 6 years' service your annual leave entitlement increases to 26 days. It then increases by an additional day for each completed year of service up to a maximum of 30 days.



The Salvation Army has partnered with The Charities Aid Foundation (CAF), the UK's leading payroll giving provider, to offer a payroll giving scheme through which you can donate to your favourite charities directly from your salary.

You benefit because the scheme enables you to donate to the charity/charities of your choice each month through your salary before any income tax deductions are made which provides you with a tax saving.

AmazonSmile/Give As You Live

Every time you shop online, your purchases could also donate to The Salvation Army or any other charity of your choosing through the following two schemes:

- 1) Amazon offers the "AmazonSmile" service which automatically donates 0.5% of the purchase price of items you buy to your chosen charity
- 2) Give As You Live enables you to shop at more than 4,000 online stores with varying percentages of the purchase price donated to your chosen charity.

Employee Volunteering

Our volunteering scheme entitles employees to spend up to three days a year volunteering in a Salvation Army corps or setting. This offers the opportunity for you to develop in your role and help you gain a better understanding of The Salvation Army in a different way.

Will writing

We have partnered with the online will-writing platform Bequeathed to provide a free will writing service.