

# Progress benefits

People are at the heart of our business.

That is why we offer a comprehensive benefits package.



## My pay

- Competitive salaries are reviewed annually and bench-marked regularly
- A [Living Wage](#) accredited employer
- Enrolment in a [pension scheme via salary exchange](#) to ensure tax-efficient saving
- [Employee discounts](#) through our health plan and Housing Perks app
- [Green Car Scheme](#) - save money on an insured and maintained electric or hybrid car lease
- [Cycle to work scheme](#) - savings of up to 25% on bikes and cycling equipment

## My development

- We support employee development and promote continuous learning
- We support relevant [work qualifications and professional accreditation](#)
- Our [career development and milestone check-ins](#) provide clarity on your objectives and support your learning, development and wellbeing
- [Coaching and mentoring](#) - support for you or a development opportunity to coach others
- Paid support for [professional subscriptions](#) where required for your role

## My community

- We regularly ask for [feedback](#) and value your input to business plans and processes
- We actively [encourage teams to work together](#) and take time to build good relationships through 'Our Time' meetings, collaborative projects, and away days
- [Colleague conference](#) is an opportunity for everyone to review our progress, network and celebrate successes
- [People Forum](#) - to represent your views and interests
- [Colleague network groups](#) - led by colleagues for colleagues, offering connection and conversation
- Employer-supported [volunteering opportunities](#) for teams, working together to make a difference
- The potential for the Group to [match-fund](#) your fundraising efforts



## My life events

- We offer enhanced [maternity, paternity, adoption and shared parental pay](#) to support you financially as your family grows, including 4 weeks of paid paternity leave
- [Defined Contribution Pension Scheme](#) with matched contributions up to 7.5% - designed to give you income when you retire
- [Life assurance](#) - as a member of our pension scheme, your beneficiaries will receive 3 times your basic salary
- [Long service and financial recognition awards](#) - acknowledging your contribution to the organisation
- [Carers paid leave](#) - a little support if you have a significant role as a carer

## My work-life balance

- We promote [agile working](#) as standard for all applicable job roles
- [26 days annual leave](#) with an additional 5 days after 5 years and 2 days after 10 years service (plus bank holidays)
- [Buy or sell leave arrangements](#) so you can flex to what you need
- [A day's leave for your birthday](#)
- [Flexible working](#) means you can be there for the moments that count
- Home working is made easy with tech provided by us and [financial support towards an office desk and chair](#)
- [Home working allowance](#) (£6 per week) to support any additional costs from working from home
- [Regular check-ins](#) with your line manager on how things are going, workload and priorities

## My wellbeing

- We offer a range of [health and wellbeing support](#), with lots of available resources and colleague Wellbeing Champions to lead the way
- [Healthcare Plans](#) that look after you and your family, providing a range of positive healthcare benefits, including dental and optical care, prescriptions, complementary therapies, Virtual GP and more
- [An employee assistance programme](#) with access to legal and financial advice, in the moment and longer term counselling support
- [Occupational sick pay](#) for when you really need it
- We offer [flu jabs and eye tests, along with occupational health advice](#)
- [Volunteering time](#) - one day's paid leave for volunteering activity
- [Great collaborative work spaces](#) with free tea and coffee available

Only applicable to employees employed by Progress Housing Group and Progress Housing Association.

