



EMPLOYEE BENEFITS

Why work for us?

There are many benefits to working for SBHA. Please see below for more information.

Pension Scheme

SBHA offer a pension scheme in accordance with legislation, new employees will be auto enrolled into this scheme. A minimum employee contribution of 4% and an 8% employer contributions and employee are paid directly from the employee's salary each month.

Holiday entitlement

Annual full time holiday entitlement of 25 days rising to 30 days after 5 years plus 6 public holidays and 3 days between Christmas and New Year.

Life Assurance Scheme

SBHA offers immediate and automatic enrolment into our life assurance scheme providing cover of 1 x annual salary.

Occupational Sick Pay

Generous occupational sick pay arrangements are available after 13 weeks' service.

Continuous Service at Commencement of Absence:	Full Allowance Up To:	Half Allowance Up To:
Less than 13 weeks	SSP only	SSP only
13 weeks but less than 1 year	5 weeks	5 weeks
1 year, but less than 2 years	9 weeks	9 weeks
2 years, but less than 3 years	18 weeks	18 weeks
3 years, but less than 5 years	22 weeks	22 weeks
5 years or more	26 weeks	26 weeks

Health and wellbeing

The health and wellbeing of our employees is of paramount importance to us. We have taken considerable steps in ensuring individuals have safe workplaces and working practices through Health and Safety initiatives, comprehensive risk assessments, thorough accident investigations and the promotion of a proactive and positive health and safety culture.

Employee Assistance Programme

24/7 confidential helpline providing access to information and advice regarding issues relating to health, finances and work/personal life for employees and their close family.

Occupational Health Service

Access to support from our occupational health provider to ensure you are assisted with any health issues affecting your work.

Working Health Services Borders

Access to a specialist work health service for self-referral on issues impacting on work such as back pain, skin problems, breathing difficulties, stress, and other well-being issues.

Eye tests

Help with purchasing prescription spectacles for VDU use.

Cycle to work scheme

As a member of Cyclescheme, employees have the opportunity to purchase bikes through a salary sacrifice with considerable tax relief benefits.

Learning and Development

We offer a diverse range of learning events that reinforce both individual and organisational capabilities.

Training and Development Plan

Tailored to suit team and individual needs.

Charity Events

SBHA holds regular charity events and supports both local and national charities.

Capital Credit Union

Capital Credit Union is a financial co-operative which is owned and controlled by its members and is a friendly, local alternative to banks or building societies. Employees can access competitive rates on loans and savings.

Uniform and PPE

All PPE and branded uniform provided – including work boots, where applicable.

Plant and Equipment

Supplied where required.

Modern Open Plan Offices

Our offices have recently been refurbished and are all open plan in a bright modern space.

Free parking

Free parking at all our offices