

**Benefits of Working for South Yorkshire Pensions Authority**

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| Local Government Pension Scheme | Defined benefit - career average scheme; employer contribution rate of 16.1%, employee contribution rates range from 5.5% to 11.4% |
| Annual Leave | Starts at 27 days per annum, rising to 30 days after 5 years' service, thereafter 1 extra day per year of service up to a maximum of 35 days after 10 years’ service.**Plus** statutory holidays (usually 8 per year)Above all pro-rated for part-time staff. |
| Flexitime Scheme | Can use up to 1 full day or 2 x ½ days flexi-leave in a 4-week period. (Pro-rata for part time staff) |
| Occupational Sick Pay | * During first year of service – one month’s full pay and, after completing four months’ service, two months’ half pay.
* During second year of service – two months’ full pay and two months’ half pay.
* During third year of service – four months’ full pay and four months’ half pay.
* During fourth and fifth year of service – five months’ full pay and five months’ half pay.
* After five years’ service – six months’ full pay and six months’ half pay.
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| Hybrid Working | Full time staff work min. of 2 days per week in office, part-time staff 1 day in office. |
| Office facilities | Free staff car park on-site, free tea, coffee, milk etc. |
| Homeworking | Homeworking allowance £26 per month paid to all staff who work part of the week at home.Equipment provided if required for homeworking includes extra monitor, keyboard/mouse, laptop stand, folding or cardboard desk. |
| *Wider Wallet* - shopping / lifestyle discounts |  |
| Employee Assistance Programme | Provided by Health Assured. |
| Access to Occ Health services, including counselling |  |
| Wellbeing initiatives | Fresh fruit provided, along with tea, coffee, milk etc; corporate flu vaccination vouchers, 20-min health-screening appointments once a year, various webinars on health / wellbeing topics throughout the year. |
| Investment in training and development | Access to LinkedIn Learning platform and content, support for professional qualifications for some roles.Professional subscriptions paid where these are a requirement of the role. |