



PSS Perks

Going home with the warm fuzzies, knowing you've made a difference is a big perk of working here. But what other perks can we offer you?

Enhanced payments

Enhanced payment entitlements aren't always guaranteed in all employments, especially in the charity sector, so we're proud to be an employer that offers this for sickness, maternity, paternity and adoption leave.

PSS Pension Scheme

On 1st April 2019, the Government increased the minimum auto-enrolment pension contribution to 8%. Employers were expected to pay 3% and employees were expected to pay 5%. But, to lessen the impact on our team's pockets, we decided to up our contribution to 4% - so our employees can pay 4% instead. All new employees are automatically enrolled into this scheme unless you decide to opt-out or join our more generous contributory PSS Pension Scheme where you can make higher contributions of 7% or 8%, with us matching this, plus an additional 1% (meaning that PSS can be making up to a 9% contribution to your pension pot). This scheme is provided by The People's Pension and dependent upon your level of earning, contributions can be made as part of a salary exchange arrangement which reduces the national insurance that you and PSS pay.

Life insurance

We provide free life cover protection of 1x basic annual salary to all our employees who are on contracted hours and are aged over 16 and under 75. We hope that gives you some peace of mind knowing your nearest and dearest are taken care of when it matters most.

PSS Annual Season Ticket Loan

This is a really handy one for those who travel to work by public transport. We can loan you the cost of an annual season ticket for most forms of public transport. This can save you hundreds of pounds a year and means you can pay the cost back through your salary, in regular monthly instalments. You can take advantage of this once you have completed your probation period.

Medicash Health Plan

Everyday healthcare costs can mount up pretty quickly. Medicash has various packages and payment options available for everyday health care costs, such as dental and optical care, assessment and treatment such as physiotherapy and chiropody, as well as plans for alternative treatment such as Indian head massage and Reiki.

Salary Finance

We've teamed up with Salary Finance who offer free financial education including top tips to take control of your finances and become savvier when it comes to managing your pennies. Once you've completed your probation period, there's also the opportunity to open savings accounts and apply for affordable loans with payments taken directly from your salary. This can help you to create better saving habits, borrow sensibly and much more.

PSS Savings Club

We also have our own PSS Savings Club so whether you want to save towards a holiday, home improvements, a shiny new car, a special celebration or even a rainy day fund, it's there as another hassle free option and a safe way to save and manage your money better.

O2 Open Perks

You and two of your family or friends can get 25% off any O2 airtime tariff of 3GB of data or more and 15% off any tariff under 3GB. You can also get access to advance tickets for all O2 music venues.

Wholesale Membership

You also have the opportunity to purchase wholesale memberships allowing you to access some of the best quality products at the lowest possible prices. With warehouses throughout the UK, you will find everything from groceries and electronics to clothing and cleaning supplies.

Cycle2work Scheme

Cycling to work is a great way to save money on travel costs, get more active and look after the environment. Our scheme is provided through Cyclescheme.co.uk and will help you save money on a bike and / or cycling accessories at well-known chains as well as local retailers. Once you have passed your probation period you can join the scheme and pay through a salary sacrifice arrangement with savings.

Gym Discount

You can access various discounts and offers for selected gyms including large private chains, local authority leisure centres and small private gyms.

Length of Service Recognition

As a new PSS teammate, 10 years from now might feel like a lifetime away, 20 probably feels like an eternity, and 30 is a whole other level, but for some of our PSS teammates, that's a reality. We're proud to say that we've got people in our teams who have recently celebrated those monumental milestones – how amazing is that?

This isn't us just bragging (although, maybe a little bit) it's our way of telling you that if you're with us for the long haul and reach those magic milestones, you'll receive a little something from us to say thank you for your ongoing commitment to PSS.

The PSS Hardship Fund

From time to time, things may come up that leave you in an unexpected financial hardship. Being able to support our teammates in that moment is something that's really important to us. It's also the reason why we set up the PSS Hardship Fund.

We wanted to be able help to our teammates in financially tough times, by offering people access to the Hardship Fund (a non-repayable amount of money, with a maximum limit) if they're either at risk of or are suffering from significant financial difficulties.

Salary Draw Down

There are some months' when payday just can't come quick enough. Whether it's to cover your MOT two days before payday or that unexpected bill that's just landed out of the blue, whatever the issue, there might be times when you need to access your salary that little bit earlier in the month.

To support our staff with this, we've partnered with Access Early Pay, which gives you a new way to get 25% of your salary throughout the month before payday comes around. We're hoping this might mean people are less likely to use things like high-interest or payday loans (which can ultimately end up in debt and financial hardship).

Free confidential counselling with Vivup

Vivup is our employee benefits hub and employee assistance programme. Through Vivup, you can get access to free wellbeing support 365 days a year, 24 hours a day. Vivup offer free counselling, which is 100% confidential and can be done face-to-face or over the phone. You'll also get access to lots of self-help books.

Vivup also offers lots of lifestyle support, with things like discounts and savings to support the cost of living, discounted e-gift cards, discounted physical gift cards, local discounts, retail discounts and more.