

Employee Benefits

We are committed to helping our employees balance their work and home lives, and want to ensure that they feel supported, valued and appreciated. Church Army employees have access to a wide range of benefits including:

Benefits & Discounts

- **Free Specsavers Eye Tests**
Employees who habitually use display screen equipment for their job, will be eligible for an eye test voucher with Specsavers. This voucher entitles employees to a free eye test and money off towards new glasses if they are required for computer use.
- **Cycle to Work Scheme**
CycleScheme allows you to purchase a new bike and accessories through Church Army. With no upfront payment it can save you 25% - 39% with tax-effective monthly repayments.
- **Lifeworks**
Through our Lifeworks scheme you can access:
 - Employee Perks, which supplies exclusive offers & discounts, cashback, gift cards and cinema deals;
 - Our EmployeeCare Assistance Programme providing counselling and wellbeing support - all bundled into one website. Find expert guidance on a range of issues like debt, buying your first home, tax and divorce, along with wellbeing support resources and programmes.
- **Group Life Insurance (Death in Service Benefit)**
Our Group Life Insurance provides a lump sum payment to an employee's beneficiary in the event of their death whilst in employment with us. The benefits are different depending on your pension provider.
- **Training & Development**
Church Army wants to positively support and encourage employees in all areas of the organisation to undertake training to develop their own skills and experience, to better enhance their role and their contribution to the vision of Church Army. Our Training Policy & Procedure applies.

Health & Wellbeing

- **HSF Healthcare Plans**

A voluntary scheme to open to employees at discounted corporate rates. HSF health plan is a voluntary health cash plan open to employees at discounted corporate rates. The plans can help you cover the cost of everyday healthcare such as dental, optical and physiotherapy, plus it gives you support for more serious healthcare issues with over 35 health benefits available, for you and your family.

- **Occupational Sick Pay**

Church Army has an Occupational Sick Pay scheme that increases with your length of employment and is inclusive of SSP. A certain amount of absence days will be paid at your normal rate. The scheme runs on a 12-month rolling basis and the calculation of sick pay will depend upon length of service and the amount of paid sickness absence received already in the rolling 12-month period.

- **Confidential Counselling Service**

The Church Army Counselling Service provides confidential counselling for individuals, couples and families. We use independent professionally qualified and experienced counsellors and therapists. The service is provided to Church Army officers (active, retired or unemployed), mission-based trainees, employees and members of their family, defined as those who are currently in their household.

These benefits are in addition to elements listed in the terms and conditions of employment, such as salary, pension entitlements, annual leave etc.

