

Clarion Rewards and Benefits



CLARION
HOUSING GROUP



Knowing that you're making a difference to our residents' lives is rewarding, but our roles offer much more than that. Here at Clarion we're dedicated to rewarding hard work and commitment, and to providing benefits that support you and your lifestyle.



that can be tailored to suit your needs.

We give you an allowance equivalent to 1% of your salary to spend on your selected benefits.

Additions allows you to create a flexible benefits package to suit you and your lifestyle by choosing from a range of benefits, including but not limited to dental insurance, cycle to work, Tastecard membership, and a health cash plan.

Shortly after you join we will send you your Additions login details so you can find out more about the scheme and make your selections.

ADDITIONS 365

Our employee discounts scheme called Additions 365 offers deals and discounts with a wide range of participating retailers. They cover high street vouchers, online discounts, travel, meals, days out and much more.

Because we know everyone is different, our Additions Scheme provides flexible benefits

As a Clarion employee, you're entitled to the following benefits:

- Annual Company Bonus Scheme
- Generous Pension Scheme
- Life Assurance cover to the equivalent of three times your salary
- Opportunity to apply for sponsorship for professional qualifications and job related professional membership fees paid for a single membership
- Volunteering opportunities
- Free counselling and legal advice scheme for you and your family
- Interest free loans for season ticket and study leave
- Give As You Earn
- Eye care vouchers

Pension

You will be automatically enrolled into Clarion's Stakeholder Pension Scheme with Standard Life shortly after you join Clarion. You will be enrolled at the minimum employee contribution level of 5% of your salary which you will pay into your pension through a monthly salary exchange, in addition to this Clarion will contribute 3% of your salary.

In the weeks after your enrolment, you will receive a welcome pack from Standard Life. The welcome pack will have your individual plan details and allow you to access the member website

Employee Contribution	Our Employer Contribution
5%	3%
6%	6%
7%	7%
7.5%	7.5%

where you can record further personal details (e.g. beneficiaries), how to opt out and make investment changes. If you join the pension scheme, you will also receive Clarion funded life assurance cover for 3 x your salary.

You can change your pension contribution level at any time by emailing reward@clarionhg.com. If you pay more into your pension, we will pay more - up to 7.5%

You can find more information on our generous pension scheme here:

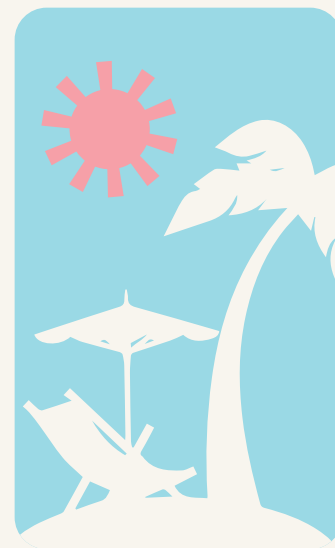
www.standardlife.co.uk/pensions/guides/what-is-workplace-pension

Holiday Entitlement

Your initial paid holiday entitlement is 25 days per year. This will increase to 26 days after you've completed one year's service, 28 days after two years' service

to a maximum of 30 days after three years' service.

In addition to your paid annual holiday and paid public holidays, we also offer a Holiday trading scheme allowing you to buy and sell up to 5 days



Paternity

You'll receive 2 weeks full pay once you've completed 26 weeks service at 15 weeks before the birth/adoption.

Maternity & Adoption

Clarion offers enhanced maternity and adoption leave as set out below:



SMP (if qualified)	Between 26 weeks service at 15 weeks before birth/adoption but less than 1 year service
6 weeks full pay, 20 weeks half pay + SMP 13 weeks SMP only	After one years' service at the 15th week before the expected week of childbirth

Sick pay

Clarion offers Occupational Sick Pay (OSP) for a maximum period of time in the following circumstances:

No OSP is paid during any notice period before the end of your employment.

Length of service	Amount of Sick Pay
up to and including 1 year	statutory sick pay only, with no OSP
after one year and up to the end of 2nd year	1 month's full pay and 1 month's half pay in any 12 month period
after two years	2 months' full pay and 2 months' half pay in any 12 month period



Our commitment to equality and diversity means that we are keen to help you maintain a healthy work-life balance, including but not limited to part-time working and job share, enhanced maternity, adoption and paternity leave, and compassionate leave.