

Our Employee Benefits

We offer our staff a range of excellent benefits. These include a generous annual leave allowance and an additional benefit pot worth an extra 5% of salary.

As well as financial rewards, we provide benefits that support the health and wellbeing of our team. These include wellbeing sessions and one to one counselling.



Annual Leave

We offer a competitive annual leave allowance of 25 days plus bank holidays. Employees can also choose up to an extra five days of leave as part of their additional benefits pot. If employees work part time or join us part way through the financial year, leave is pro rata.



5% Benefits Pot

In addition to salary, every employee receives a benefits pot. This pot is worth 5% of annual salary. Each employee can choose one or a combination of additional annual leave, additional pension contribution and/or additional cash.



Health & Wellbeing

All staff have access to free, confidential face to face counselling with a local independent provider. Employees and members of their immediately family (who permanently live with them) also have complimentary use of a confidential telephone counselling service.

We are committed to employee wellbeing and each year we organise wellbeing activities. In recent years these have included relaxation sessions such as yoga, spa activities, and holistic treatments. We offer a free on-site health check with NHS nurses. We also provide free refreshments and snacks in the office.



Employer Pension Scheme

We have an employer pension scheme with NEST. Employees are auto enrolled* but can choose to opt out. Employees contribute 5% of their basic gross salary. SWSDAS contribute 3%, so a total of 8% is paid into their pension each month.
*If they meet the government criteria for auto-enrolment.



Learning & Development

We invest in continuous learning and development for every member of our team. From a comprehensive induction programme, to training courses, events and conferences, we ensure employees have the opportunity to grow their knowledge and build their development.



Expenses

We pay for mileage and parking expenses incurred during the course of an employee's role. We also reimburse basic subsistence expenses incurred when employees meet with survivors.



Free On-site Parking

We provide free on-site parking at our office on the outskirts of Guildford.



Salary & Pay Review

SWSDAS is committed to ensuring our employees are paid fairly and at a competitive rate for the work undertaken. Each year, salaries are benchmarked against the same or similar roles in the sector and region. This leads to a pay review. We consider our budget for the year and factors such as the cost of living.

