



Security Industry Authority

Employee benefits



Employee benefits

In addition to basic salary which now includes London Location Allowance (where applicable), you are eligible for the following benefits. Information on all of these schemes and policies is available on the intranet or from the HR team.

Recognition payments

Bonus payments of £1,000 or £1,500 may be awarded in special circumstances. Examples where these payments would be appropriate include situations where an individual/team has shown exceptional creativity and innovation which has a significant impact across the SIA by improving efficiency and/or service delivery; work on special projects which have required particular dedication and flexibility; or where individuals and teams have demonstrated a high level of achievement or commitment under great pressure or adversity. Nominations are made by line managers in consultation with their Deputy Director and/or Director and then submitted for review and final approval at EDM.

Instant awards

Bonus payments of £250 or £500 can be made in circumstances where Deputy Directors or Heads of a function (who report to a Director) feel that instant recognition is appropriate. Examples include work above and beyond that expected of a person in their role, finding an appropriate/novel solution in a crisis, or where individuals or groups have temporarily had to carry a heavy workload which has shown strong commitment. Nominations can be made by any member of staff or a line manager in consultation with their Deputy Director/Head of function and then submitted for review and final approval by all the Deputy Directors.

Pension scheme

You are eligible to join the Civil Service Pension Scheme which is administered by MyCSP. The majority of our employees are in the alpha scheme and the employee contribution rates, which are published on the intranet, are generally between 4.60% and 7.35% dependent on your pensionable earnings. In addition, the SIA pays between 26.60% and 30.30% into the alpha scheme. Due to their age, some employees are in legacy schemes which have similar contribution rates.

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Should you not wish to remain in one of the defined benefit schemes outlined above, there is the partnership pension scheme available to you which is a type of personal pension with employer contributions. You do not have to make any payments but if you do choose to contribute, the SIA will match your payments up to a further 3% of your pensionable salary.

Childcare vouchers

The SIA operates a childcare voucher scheme whereby you can sacrifice part of your salary in exchange for vouchers which can be used to pay for registered childcare, holiday and out of school clubs for children up to 16 years old. Childcare vouchers are tax free so you save in tax payments and national insurance contributions.

As some of you may be aware, the Government has introduced a new tax free childcare scheme. From 4 October 2018, we have been unable to accept any new entrants to the childcare voucher scheme.

Season ticket loan scheme

Once you have been in post for a minimum of three months, you can apply for a loan to purchase a season ticket for travel between your home and the office. Loans can be granted for a quarterly ticket or longer period up to one year. The loan will be recovered by equal monthly instalments deducted from your salary within the life of the season ticket.

Cycle to work

The cycle to work scheme is a tax and National Insurance free scheme set up by the Government to help promote healthier journeys to work and reduce pollution and congestion. Each month, via the mylifestyle website, you have the opportunity to hire and/or purchase a cycle and safety equipment to the value of between £100 and £1,000.

Leave entitlements

Your annual leave entitlement is 27.5 days with pay rising by one additional day for every two years of service up to a maximum of 32.5 days. Should you work non-standard hours, these entitlements will be converted into hours and adjusted as appropriate.

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Discounts

Mydiscounts (on the mylifestyle website) gives you access to a great range of discounts and savings on travel bookings, shopping vouchers, gift cards, cinema tickets and leisure activities.

Employee assistance programme

The employee assistance helpline offers you and your family access to information, advice and counselling on a variety of personal and workplace issues. The service is provided by an external company, PAM Assist, and is completely confidential.

Employee development

The SIA supports your continued learning and development in order that it has a focussed, flexible and capable workforce that can deliver and support its regulatory functions now and in the future. All training must offer benefit to the organisation as well as to the individual. Personal development plans are formally set and reviewed as part of the bi-annual appraisal process.

Flexible working

The SIA operates a variety of flexible working arrangements to help staff balance their work time with their outside commitments. These arrangements include compressed working hours, part-time working, home working, and flexi-time. All requests for flexible working must be considered taking full account of departmental needs.