



Swim Wales Employee Benefits & Resources

Health & Wellbeing Benefits

Employee Assistance Programme – Sage Employee Benefits

- Confidential Support Service – 24/7 helpline where you can discuss worries with a trained advisor and get actionable advice.
- Arrange sessions with a professional counsellor either by phone or face to face
- Legal information and Counselling
- On Demand GP
- Debt assistance – providing free debt advice, budgeting, advice on potential government benefit entitlement
- Hapi-Life – resource library providing accessible, fact checked advice on improving mental, financial or social wellbeing.

Eye Tests – Swim Wales will pay 100% cost of eye tests

Contribution to prescribed glasses – up to £40

Occupational Sick Pay – after 12 months

Free use of Wales National Pool Sports Facilities

Signposting to external support services – Citizens advice to work out eligible benefits, HMRC

Cycle to Work Scheme

Financial & Leave Benefits

Employee Discount Scheme – Sage Employee Benefits

- Retail Discounts – Supermarkets, department stores, fashion, digital and electrical
- Via the platform using e-vouchers and reloadable gift cards
- Great for large purchases on electrical goods, white goods as well as the weekly shop
- £400 Tesco spend per month with 4% saving is £192 per year

Fair & Liveable Wages - Voluntarily paying a minimum living wage

Home and Hybrid working – flexibility, reduction in travel time, fuel cost saving

Employer Pension contributions – Statutory

25 days annual leave + bank holidays

Additional leave day per year after 3 years' service – up to a total maximum 30 days

Free Car Parking at Wales National Pool

10% Discount for Speedo (Discount code available from Swim Wales Commercial Assistant)

20% Discount for Water Dragon Clothing® (Subject to availability)

Free Badges & Certificates for Staff (including dependents) on the Learn to Swim Wales Framework

20% off personal monthly plan prices with EE

Career & Professional Development

Training and career development opportunities

Conference attendance

Professional subscriptions and fees – if related to role

Study leave



Useful Resources:

Citizens Advice – check benefits eligibility, help with energy bills, budgeting tools.
<https://www.citizensadvice.org.uk/debt-and-money/get-help-with-the-cost-of-living/>

Welsh Government Guidance

<https://gov.wales/get-help-cost-living>

Benefits Checker

<https://www.entitledto.co.uk/>

Free financial guidance, money helper is provided by the money & pensions service.

<https://www.moneyhelper.org.uk/en#>

Budget Planner

<https://www.moneyhelper.org.uk/en/everyday-money/budgeting/beginners-guide-to-managing-your-money>

<https://www.moneyhelper.org.uk/en/everyday-money/budgeting/use-our-budget-planner.html>

Debt

<https://www.moneyhelper.org.uk/en/money-troubles/dealing-with-debt/help-if-youre-struggling-with-debt>

Mental Health & Wellness

Mind

You might want to seek help if you're:

- worrying more than usual
- finding it hard to enjoy your life
- having thoughts and feelings that are difficult to cope with, which have an impact on your day-to-day life
- interested to find more support or treatment.

<https://www.mind.org.uk/information-support/guides-to-support-and-services/seeking-help-for-a-mental-health-problem/where-to-start/>

Samaritans

Helpline: 116 123 (Monday to Sunday at any time)

Welsh Language Line: 0808 164 0123 (Monday to Sunday 7pm to 11pm)

Shout

You can also text 'SHOUT' to 85258 to start a conversation with a trained Shout 85258 volunteer. Texts are free, anonymous and confidential from anywhere in the UK.