



Staff Benefits

At Camden, we're ambitious for our residents and we know this starts with the people who work here. We want our staff to thrive, so we're committed to creating an inclusive, supportive workplace that enables you to grow, succeed, and make a real difference.

Flexible working

We value work-life balance and support flexible working wherever possible.

While some roles require a regular presence in the office, most colleagues enjoy hybrid working, with time to connect with teams, collaborate on projects, and engage with our communities and partners.

Leave

- **Annual leave** is 31 days.
 - You can also:
 - Buy additional annual leave
 - Bank up to 10 days over five years to take as extended leave
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Family leave

We're a family-friendly employer and support all types of families at different life stages.

From day one, staff can access family leave and occupational pay, including for:

- Pregnancy and adoption appointments
 - Paternity leave
 - Maternity, adoption, or shared parental leave
 - Pregnancy loss
 - Premature birth or babies in hospital after birth
 - Foster carers, prospective foster carers, and Special Guardians
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Disability leave

Staff with a declared disability can take up to **10 additional days' paid leave** to attend planned appointments related to their condition.

Pension scheme

- You'll be automatically enrolled in the **Local Government Pension Scheme (LGPS)**, with a generous employer contribution.
- You can opt to pay reduced contributions during difficult financial periods.
- Additional Voluntary Contributions (AVCs) are available through salary sacrifice, with tax and National Insurance savings.

Health and wellbeing

We care about our staff's physical and mental health. Our wellbeing offer includes:

- Corporate gym membership, with the option to pay via an interest-free loan
- Discounted Health Plan, giving access to 24/7 counselling, video GP services, and cashback on dental, physio, and other treatments
- One-to-one counselling and support through our Employee Assistance Programme (EAP)
- Free eye tests and seasonal flu jabs
- On-site massage clinic and discounts on osteopathy and hypnotherapy
- Healthy living support, including smoking cessation, nutrition advice, yoga, and mindfulness
- Life-stage workshops on topics like perimenopause, menopause, and pre-retirement
- Mental health awareness, resilience, and wellbeing training

Loans and discounts

Travel

- **Season ticket loan** (interest-free) for annual travel passes
- **Cycle to Work** and **City Bike** salary sacrifice schemes saving 32–42% on bike hire or purchase

Childcare

- **Childcare deposit loan** to help with upfront nursery or childcare fees
- Staff enrolled before 2018 can continue using the **Childcare Voucher Scheme** (for children up to age 15, or 16 with a disability)

Lifestyle

- Discounts available through **Kaarp** and **CSSC**, covering everyday spending, entertainment, and family days out

- Exclusive offers from retailers including Microsoft, EE, Dell, and Warren Evans Beds

Housing

- **Tenancy deposit loan** of up to £3,000 to support with private rental deposits

Credit unions

- Access to affordable loans and savings through **London Capital Credit Union** and **Camden Mutual Credit Union**, with repayments via payroll

Immigration

- Interest-free loan of up to **£5,000** to help cover costs of:
 - British citizenship or Indefinite Leave to Remain application fees
 - The Immigration Health Surcharge
 - Repayable over up to **36 months**
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Financial support and guidance

- One free session with an independent financial adviser
 - Ongoing financial wellbeing advice and tools through the Employee Assistance Programme
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Employee networks

Our staff-led networks help create an inclusive, supportive environment. They offer space to connect, share experiences, and raise awareness. Networks include:

- Camden Disability Network
- Rainbow Camden (LGBTQIA+ network)
- Neurodiversity Network
- People Managers Forum
- The Family Hub