

A photograph of three colleagues in an office setting. On the left, a man with a beard is partially visible, looking towards the center. In the middle, a woman with short blonde hair and glasses is smiling broadly, her hands clasped together. On the right, another woman with long dark hair is also smiling. The background is a blurred office environment.

Colleague Benefits Guide

Find out more:
ptsb.ie/about-us/careers

ptsb

At PTSB, we are Altogether More Human. We bring the best of technology and our people together to solve real customer needs and deliver a better banking experience.

This is what we stand for. It inspires how we think. Informs all that we do. It guides every step of our journey to deliver a better banking experience. For our customers and our colleagues. Our culture is unique and special. It makes us who we are. Our culture shows up in our behaviours – how we work, how we treat our customers and each other, what we focus on, and how we live our PTSB values. Every colleague influences our culture - How you think, behave and act makes a difference. A great culture brings people together by imparting a strong sense of meaning, direction, and passion.

At PTSB, we say this is the way we do things:

We are Open. We are Inclusive. We build Trust. We are One PTSB.

Support and Protection Benefits – Now and in the Future



Employee Assistance Programme (EAP)

PTSB recognises that there are times in our colleagues' lives where some additional help and support may be needed. As a result, colleagues (or their immediate family members over 18 years) have access to a free, independent and confidential counselling and information service. This includes up to 6 sessions for counselling and support in a number of areas including family, relationship problems, addictions (gambling, alcohol, drug etc.), depression, anxiety and stress, bereavement and financial difficulties.

Employer Pension Contribution

PTSB offers colleagues a market competitive Defined Contribution Pension Scheme with an opportunity to earn up to 16% of your basic salary in employer pension contributions. Please refer to the pension scheme booklet for complete information on the scheme.

Company-Paid Sickness Benefit

PTSB operates a Sickness Benefit Scheme where the company provides for the financial support of colleagues during periods of illness or injury, after completion of 9 months service.

Long Term Sickness Benefit

PTSB covers the cost of Income Protection Benefit (IPB) for all colleagues. IPB partially replaces the income of colleagues during periods of long-term absence from work due to illness or injury. Cover commences after 26 weeks absence (subject to T&Cs and insurer's acceptance), providing 66% of salary less single person's State Illness Benefit. IPB continues until recovery, end of contract, retirement or death.

Life Assurance

PTSB insures all colleagues for a life assurance benefit of 4 times their basic salary, in addition to a dependent's pension. There is no cost to you for this benefit with all premium costs fully paid by PTSB. Please ensure you keep your beneficiary details up to date. Enrolment is automatic from your first day of employment.

Critical Illness

PTSB has in place a competitive Group Critical Illness Insurance Policy which colleagues can join during open periods. Payments are facilitated through Payroll.

Learning and Development Benefits

Further Education and Professional Development

PTSB has a Further Education Policy, which covers a broad variety of studies. Colleagues in all functions are eligible to apply for sponsorship for job relevant courses. Our support includes all fees as well as study and exam leave. In particular we have a strong partnership with the Institute of Banking and are happy to support in full a wide range of certificate, diploma and degree level courses.

Professional Development

Developing our colleagues and progressing colleague careers is of huge importance to us. PTSB invests heavily in formal educational support for colleagues across the organisation and across a variety of subject matters. Examples of this include:

- Ongoing business skills series e.g. Agile, Communication Skills, Digital Transformation, Telephone Skills, Planning & Organising
- A range of management skills programmes such as Early Careers Programme, Stepping into People Management and Managing Hybrid Teams
- Graduate Development Programmes.

Digital and eLearning

PTSB has a strong Digital and eLearning offer which is cloud based to ensure that all colleagues can access learning anytime, anyplace, and anywhere (as long as they have a device and internet connection!). This includes:

- An eLearning system (Compass) that covers all compliance and important banking-related training
- A digital learning resource that contains thousands of hours of content covering anything from MS Office skills to stress management, MIND tools, IMI supports, Ted Talks, etc.

PTSB has an award winning HR, Training, Learning and Development Function having been recognised by the Irish Institute of Training and Development and by CIPD Ireland.

Lifestyle Benefits -

Reward and Recognition

Smart Working / Flexible Workplace

PTSB encourages all colleagues to balance their work and personal commitments by providing the opportunity to request Smart / Flexible working– with compressed working week, part time working, job sharing, hybrid working, sabbaticals and more options available.

Recognition Schemes

- Values in Practice – Every Day Awards: Our VIP Every Day Recognition Programme is available all year around enabling colleagues to say “thank you” every day.
- Values in Practice – Annual Awards: Our annual VIP Awards programme invites colleagues to recognise the outstanding contribution of others during a fixed nomination period.

Company and Team Events

PTSB supports company and team events (conditions allowing). Events are promoted locally and across our Communication Platforms.

Time off

Leave: PTSB offers a variety of paid leave options which are above statutory entitlements, including; fully paid maternity leave, adoptive leave and paternity leave, force majeure leave, carer’s leave and jury duty. In addition we value our colleagues and appreciate that over the course of your career you may encounter various life events that may require additional leave. We support bereavement/compassionate leave, life leave, exam and study leave, together with the offer of a well-being day.

Company Days: Each year, PTSB gives all colleagues 2 set company days in addition to their annual leave allowance and any service leave entitlement.

Employee Discounts

Our Discount Scheme gives PTSB colleagues the opportunity to save money with hundreds of well-known brands, companies and learning courses both online and in store.

Subsidised Restaurant Facilities

PTSB offers subsidised or discounted restaurant facilities at our St Stephen’s Green and Blackrock office locations.

Lifestyle Benefits - Reward and Recognition (cont.)

Volunteer Day - Giving Back to the Community

PTSB is committed to our community partnerships. We provide our colleagues with the opportunity to avail of a volunteering day to give back to one of our community partners.

Staff Banking

All colleagues who receive a salary from PTSB payroll paid into a PTSB Current Account, may avail of staff banking and preferential rates on certain products. Eligibility is determined by our Standard Terms and Conditions and Credit Policies.

Tax Saver Commuter Tickets

PTSB provides access to the Tax Saver Commuter Ticket which allows colleagues to purchase annual commuter tickets in a tax-efficient manner through their payroll i.e. deducts the cost of your commuter ticket from your gross salary prior to tax deduction. Watch out for communications annually in November.

Cycle to Work Scheme

PTSB provides access to the Cycle to Work Scheme (tax incentive scheme) whereby we will purchase approved bicycle/safety equipment for colleagues to a maximum value of €1,250 (€1,500 for pedelecs or ebikes), within revenue rules. Repayments are processed via Payroll over a 6-month period.

Holiday Fund

PTSB offers a holiday fund which allows colleagues to save throughout the year, with deductions taken through payroll each payroll period and refunded in advance of booking your holiday. Open annually in November.



Colleague-Led Resource Groups



These Groups provide colleagues with the opportunity to develop a collective voice, support diversity, equity and inclusion together with promoting change.



PRISM – Our Network for LGBTQ+ colleagues – prism@ptsb.ie



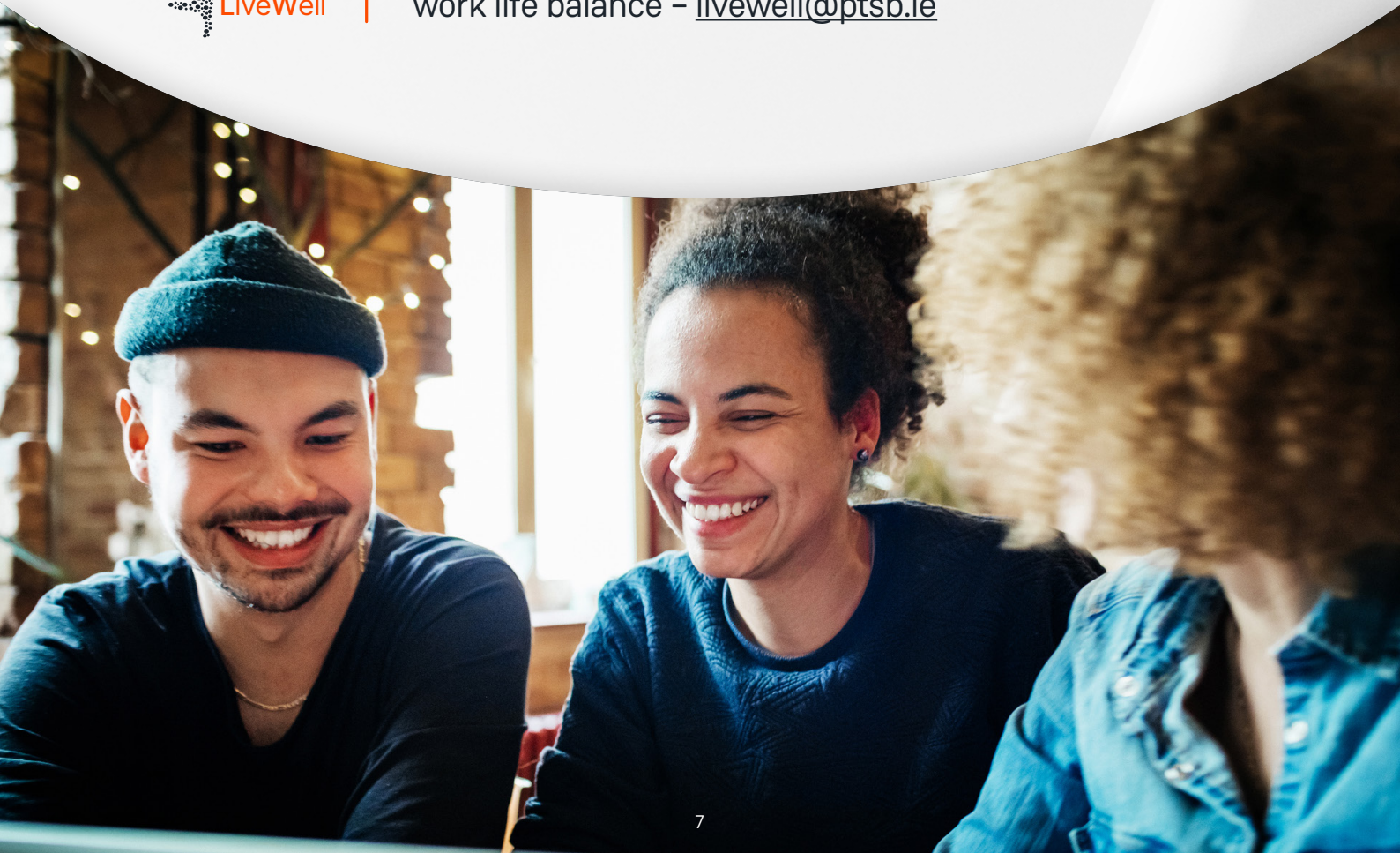
Better Balance – Our network for gender balance – betterbalance@ptsb.ie



DICE – Our network to promote greater inclusion on race, culture and ethnicity – dice@ptsb.ie



LiveWell – Our network for health, wellbeing and work life balance – livewell@ptsb.ie



Useful Informations

Employee Assistance Programme:

Free confidential service available 24 hours a day, 365 days a year. Tel: 1800 925 500 / www.wellbeingatwork.com.

Overview of Colleague Initiatives:

Check out our Colleague Responsible Business Updates at www.ptsb.ie/responsible-business/colleagues.

Pension Information:

If you have any queries in relation to your pension benefits please feel free to contact the Staff Pension team at staffdcpensionqptsb@ptsb.ie or contact your pension provider directly.

Payroll Email Address:

For all payroll queries email grouppayrollnotifications@ptsb.ie

Employer Registration Number:

The Employer Registered number for the PTSB Group is: 8222332J

Investors in Diversity - Gold

At PTSB we promise to create a supportive and inclusive environment where everyone is welcome and respected. We are incredibly proud to be the 12th company in Ireland to receive the Investors in Diversity Gold Accreditation. Diversity, Equity & Inclusion (DEI) has been a key strategic area of focus for the Bank since 2017 and the Gold Accreditation from the Irish Centre for Diversity is recognition of the progress and impact we have made in that time.



Business Working Responsibly

Our Sustainability Strategy enables us to play our part in addressing the global climate crisis and deliver what matters most to our customers, colleagues and communities. In 2020, PTSB was awarded the Business Working Responsibly Mark, an external accreditation which recognises leading sustainability programmes in Ireland.



Guaranteed Irish

As members of Guaranteed Irish since 2021, we support local communities across the country and are committed to Irish provenance and local employment.

