



Principal Benefits

NWH recognises the importance of attracting and retaining a high caliber, motivated, and happy workforce whose contribution is valued, respected and rewarded. We therefore place great importance on the benefits that we provide and make available to our staff - not just what goes into their bank account each month, but the total experience of working with North Wales Housing.

The key elements are summarised below (based on full time hours).

- ✓ 35 or 40 hour standard week depending on your role.
- ✓ Flexible working arrangements available by agreement - Start/finish times - 8.00 am - 6.00 pm and ability to take flexi-leave to a maximum of one day each month, if role allows
- ✓ Additional flexible arrangements will also be considered.
- ✓ Minimum of 23 days paid annual leave on joining, plus statutory bank holidays (8)
- ✓ Enhanced maternity, paternity and adoption pay (if eligible)
- ✓ Work/life balance is highly encouraged with any member of staff being able to submit an application for flexible working and it will be fully considered
- ✓ Contributory pension with the Social Housing Pension Scheme (if eligible)
- ✓ Support for people who wish to study for relevant recognised professional qualifications
- ✓ Bursary Scheme - Support for Personal Development through an application process twice a year.
- ✓ Support for people who wish to improve their Welsh language skills
- ✓ Performance management system providing regular feedback and support and access to learning and development activities
- ✓ Financial contribution to professional membership subscriptions where relevant
- ✓ Incremental pay scale, for most roles
- ✓ Pay during periods of sickness absence up to a maximum of 6 months full and 6 months half pay, depending on length of service
- ✓ Employee Forum with representation throughout North Wales Housing
- ✓ Free Simply Health Cash Plan for assistance with Optical, Dental, Health Screening, Physiotherapy, Osteopathy, Podiatry/Chiropody, Chiropractic, Acupuncture, Homeopathy, Consultations and Scans plus face to face counseling sessions and 24/7 Legal and Health & Wellbeing advice.
- ✓ Corporate Gym Membership (Local Councils)
- ✓ Occupational health services
- ✓ Provision of Childcare Voucher Scheme
- ✓ Exceptional Achievement awards for staff that go the extra mile.
- ✓ Bright Sparks suggestion system – rewards for good ideas

This information is issued for guidance to applicants and the particulars do not form part of the terms and conditions of employment. Full details of the Organisation's terms and conditions of employment are issued to staff on offer of employment. Benefits for part time staff are generally on a pro rata basis. If you have any questions, please ask these at the interview.