Putting our people first employee benefit package

پہلے اپنے لوگوں کو اہمیت دینا - ملازمین کے لئے بینیفٹس کی پیکج

আমাদের লোকদেরকে সবার উপরে স্থান দেওয়া - কর্মচারীদের জন্য বেনিফিটের প্যাকেজ

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POSITIVE ABOUT DISABLED PEOPLE

transpennine housing

Pennine Housing 2000

Green Vale HOMES

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Information the way you want it...

If you would like this information in large print, braille, on audio cassette, in a language other than English or as an easy read document please contact the Communications and Marketing team, Green Vale Homes, Green Vale Court, New Hall Hey Road, Rawtenstall, Rossendale, BB4 6HR or Telephone 01706 836331.

এই তথ্য মোটা হরফে (লার্জ প্রিন্টে), ক্যাসেটে রেকর্ড করে, ইংরেজি ছাড়া অন্য কোনো ভাষায় চাইলে অনুগ্রহ করে যোগাযোগ করুন: Communications and Marketing Team, Green Vale Homes, Green Vale Court, New Hall Hey Road, Rawtenstall, Rossendale BB4 6HR অথবা টেলিফোন করুন: 01706 836331।

اگر آپ کو یہ معلومات بڑی لکھائی میں، آڈیو کیسٹ پر یا انگلش کے علاوہ کسی بھی زبان میں درکار ہوں تو براہ مہربانی اِس پتے پر رابطہ کریں:
Communications and Marketing Team, Green Vale Homes, Green Vale Court, New Hall Hey Road, Rawtenstall, Rossendale BB4 6HR or telephone 01706 836331.

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Employee benefits package

We are proud that Management and Unions have worked together to develop some of the best terms and conditions for staff within the housing sector. The good work the company has done and the benefits package offered to all staff has led to national recognition in this area.

Remuneration

Pay levels

Annual pay awards are negotiated locally with Trade Unions. In the past, these have been negotiated to an agreed formula, always subject to them being affordable under the terms of the business plan of the company.

Annual leave, statutory and local holidays

All new staff are allocated 35 days holiday inclusive of public and statutory days rising to 40 days on completion of 5 years service.

Sickness and welfare

Our staff enjoy one of the best packages available anywhere in the country. We also pride ourselves on looking after the welfare of our staff. Provisions include a company sponsored preventative healthcare scheme, advice for managers and staff on welfare and sickness issues, rehabilitation, on-job adjustments, a counselling service and access to the services of an in-house benefits advisor.

Final salary pension scheme

We are delighted to offer all permanent staff access to a final salary pension scheme with employer contributions in the region of 12 – 15%.

Relationship with the unions

It is our policy to encourage Trade Union Membership, so unless you state otherwise, your name, workplace, payroll number and start date will automatically be circulated to the Trade Unions to facilitate their recruitment process.

Mobile phone/Corporate Workwear

Staff may be provided with a company mobile phone and corporate workwear to enable them to carry out their duties.

Vehicles

Staff who have use of a company vehicle may be eligible to use it for reasonable personal use at the discretion of the company. There will be a personal tax liability for individuals.

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Benefits

Preventative health care scheme

Generous cover is provided for all staff, including the costs of dentists, opticians, physiotherapy and complementary therapies up to set levels. There is the option for staff to include partners as well as to increase the level of cover through additional contributions. For staff who have children under 18, these dependants automatically qualify for the company sponsored level.

Child care voucher scheme

We support the Government initiative whereby staff can sacrifice some of their salary to participate in the childcare voucher scheme, thereby saving on their National Insurance contributions and tax.

Maternity

We offer generous occupational maternity pay in addition to statutory maternity pay. Staff on maternity leave also qualify for payments under our health care scheme.

Paternity

We offer 2 weeks full pay for paternity leave. Expectant fathers/partners are allowed time off to attend scans and appointments and they also qualify for payments under our health care scheme.

Health pledge scheme

We offer a number of health-based initiatives to encourage staff to develop a healthy lifestyle. Current initiatives include free water, help to stop smoking, weight management clubs, hire of football pitches for team games and many more. There is also a monthly draw for staff who sign up to the Health Pledge Scheme.

Discount card scheme

This scheme enables staff to obtain discounts with local and national suppliers.

Flexible working hours scheme

A flexi-time scheme is in operation wherever possible. It is predominantly for office-based staff and depends on service delivery priorities. Estate based staff have the opportunity to discuss with their line manager their start and finish times, depending on operational service delivery requirements.

Flexible working request

All staff can apply to change their working days and/or hours under the Flexible Working Request procedure, which goes beyond statutory requirements.

Home working

A number of staff have the option to work from home (subject to management requirements and service delivery).

Career Development

Training & development

We have annual appraisals, a company training plan and a commitment to personal and career development opportunities.

Team building away day

This annual event allows teams to develop priorities, have fun and enjoy social activities.

Added value roles

All staff are encouraged and supported to be involved in added value roles and responsibilities. These include internal opportunities such as customer care, green champions, working groups and also opportunities within our communities which may include mentoring in schools or environmental projects.

Staff suggestion scheme

The company operates a staff suggestion scheme whereby staff can be rewarded for good ideas.

Extra mile award

Staff can be nominated by colleagues, managers or customers for going that 'extra mile'