

Total Rewards Package



Langstane Housing Association

Total Rewards Package – Office Based

1

Salary



The Association offers a competitive salary package.

A pay review is also considered annually at the start of each financial year.

2

Pension scheme



The Association offers a defined contribution scheme with Langstane contributing 10% and employees contributing 5%.

3

Annual leave



A total of 37 days leave is provided. The annual leave entitlement is 25 days plus 12 public and local holidays (pro rata for those employed for less than 35 hours per week).

We also offer a flexible working approach through flexi-time.

4

Work / life balance



Standard working hours are 35 hours per week, Monday – Friday, 9am – 5pm.

We recognise the benefits a good work / life balance brings and, taking business requirements into account, we promote a hybrid working framework that benefits both our employees and Langstane.

5

Professional Fees



The Association will pay one set of annual professional fees where such membership is directly relevant to the role undertaken.

6

Training / Development



Ongoing training and development will be provided throughout an employee's career with the Association.

7

Enhanced Maternity Pay



Enhanced maternity payments are made to qualifying employees.

8

Enhanced Sick Pay



Depending on length of service, and on following the required procedures, the Association provides enhanced sick pay.

9

Salary sacrifice



Tax efficient salary sacrifice schemes are in place. This includes the use of childcare vouchers and an electric car scheme.

10

Prescribed spectacles



One contribution towards spectacles prescribed for VDU use will be made per annum. This contribution is capped at £50 per annum.

11

Health checks



We offer the flu vaccination to all employees on an annual basis.

12

Long Service Awards



The Association recognises the benefits of long service, and these are recognised five-yearly from year 10 onwards.

13

Probationary period



All posts are subject to a six months probationary period. During this time progress will be monitored and discussed at regular intervals.

Total Rewards Package – Direct Labour Organisation (DLO)

1

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The Association offers a competitive salary package.

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Personal protective equipment



All personal protective equipment (PPE) is supplied by the Association.