



# Benefits Statement

## Elim Housing Association

(February 2016)



---

### Annual Leave

25 days per annum rising by 1 day for each complete year of service (as at 1 April) to a maximum of 30 days. Plus bank holidays.

### Holiday purchase scheme

Staff can request to buy additional leave up to the equivalent of one full working week per year usually in advance.

### Flexitime & TOIL

We operate a discretionary non-contractual scheme for head office staff. We also operate a time-off-in-lieu system.

### Pension and Life Assurance

Elim is a member of the Social Housing Pension Scheme which is managed by the Pensions Trust. All staff are eligible to join the scheme which is currently a defined contribution scheme.

Staff who join the pension scheme will be covered for death-in-service, which is three times the annual salary as a lump sum together with survivor's pension and children's pension where appropriate.

### Health cash plan

Provided by Healthshield this includes cashback for dental, optical, chiropody, hospital consultations, health and wellbeing treatments, dental accident, physiotherapy, chiropractic, osteopathy, acupuncture and homeopathy.

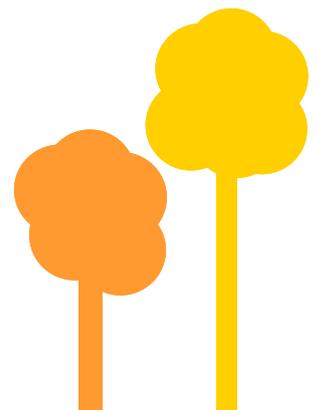
In addition you will have access to an Employee Assistance Programme, 24/7 counselling and support helpline, 24/7 GP helpline and private prescription service, online health assessments and various discounts via [www.healthshieldperks.co.uk](http://www.healthshieldperks.co.uk).

### Childcare vouchers

Elim offers a salary-sacrifice scheme for childcare vouchers.

### Bike 2 Work

Elim offers a salary-sacrifice scheme for bicycle purchase.



---

## On-call payment

Designated managers are paid the on-call payment, payable one month in arrears.

## Company sick pay

Enhanced company sick pay of up to 8 weeks full pay after 12 months service.

## Mileage expenses

Mileage expenses are paid at 45 pence per mile.

## Long service awards

To acknowledge and thank staff for long service, we offer vouchers from £25 to £125 based on the length of service.

## Learning & development

Elim continues to invest significantly in learning and development for staff. We provide training delivered in house, external training courses and support towards achieving professional qualifications.

All our staff also have unlimited access to e-learning platform with hundreds of online courses available on a wide range of topics.

Elim will also pay one professional membership, relevant to the job role, per person.

Staff undertaking approved training courses may also be eligible for up to five days study leave in any twelve months which may be given for study or exams.

## Staff recognition scheme

Anyone who has gone above and beyond their duties and made a difference to Elim or our customers, can be nominated to receive an award through Staff Recognition Scheme. This includes a public recognition usually followed up by voucher of your own choice.

## Choose the best you

Elim values and recognises individual contribution to our success. Choose the Best You is an approach designed to encourage individuals to take responsibility for their own career development and progression with full support from the Association.

## Free parking

We are able to offer free parking at most of our projects/schemes and at head office.

## Gym

Free unlimited access to gym at the Head Office location is available to all staff.

## Beverages

Elim provides free tea/coffee facilities for staff.

---

