

BLACK COUNTRY HOUSING GROUP LTD

Benefits Summary

Core Benefits	Training & Development	Other Benefits
<p>Salaries Competitive salaries including annual reviews.</p>	<p>Training The Association has made training and development for all staff one of its priorities and makes appropriate budgetary provision each year.</p> <p>We are proud of our Investor in People status which we have held since 1999 and which recognises our commitment to developing our staff.</p>	<p>Smart Working Smart working gives staff some flexibility to help improve their work/life balance. Staff also have the right to request flexible working, for example, to help with caring responsibilities.</p>
<p>Flexible Working Arrangements The group openly considers requests for flexible working hours.</p>		<p>Staff Forum The Staff Forum provides the opportunity to put forward suggestions to improve the working environment and practices of the Group and also arranges social events.</p>
<p>Annual Leave All staff receive entitlement to 25 days annual leave each year.</p> <p>Concessionary days - In addition to the statutory entitlement of 8 public holidays, BCH staff receive entitlement to an additional 4 concessionary days.</p>	<p>Annual Training Programme Corporate training needs are identified for all employees; in particular induction, Health and Safety, Equal Opportunities and Diversity and Appraisal Briefing training.</p>	<p>Staff Conference All staff are invited to attend the Staff Conference. It gives staff an opportunity to learn more about the organisation and to meet and have fun with other staff working at BCH.</p> <p>The event is usually held at a prestigious venue and the sessions include business-related workshops together with informal activities.</p>
<p>Sickness Scheme Following successful completion of the 6 month probation period, staff benefit from the occupational sick pay scheme.</p>	<p>Induction Programme All employees receive a comprehensive induction programme of training, relevant to their post.</p>	<p>Staff Awards Staff awards are in recognition of achievements and commitment to the work and customers of BCH.</p>

<p>Enhanced Maternity Pay Women who have continuous service with BCH of 12 months or more are entitled to enhanced maternity benefits.</p> <p>BCH also offers paternity leave, as well as parental leave and adoption leave, in line with statutory requirements.</p>	<p>NVQs The Association is able to offer training leading to NVQs at various levels in Care, Administration and Management.</p>	<p>Energy Services Club All staff members have the opportunity to join the Black Country Energy Services Club. This gives them access to cheaper fuel and free energy advice and information, in addition to discounts on energy efficiency appliances.</p>
	<p>Other Training Annual Appraisals ensure that training is identified as part of career development with the Group. Internal 'on the job' training, one-to-one training and attendance at external training courses is discussed and planned with staff members.</p>	<p>Christmas Celebrations BCH pays a contribution towards the cost of Christmas celebrations, which staff may wish to use towards team or departmental events.</p>
<p>Special Leave There is entitlement to paid leave for staff to use in the event of their having to deal with severe family emergencies. This would include death or serious illness of a close relative and this leave may be granted, at the discretion of their line manager.</p>	<p>Additional Qualifications BCH supports employees who wish to gain additional qualifications, specific to their job role. For approved training leading to recognised qualifications, staff are allowed leave to attend college and to take any necessary examinations.</p>	<p>Email and Internet Access Staff can utilise the company e-mail / internet during lunch and after work for personal use.</p>
		<p>Eye Care Vouchers The Group offers a financial contribution towards the cost of eye tests for staff who use VDUs regularly as part of their job.</p>
	<p>Payment of Professional Fees Membership fees to professional institutions and associations are paid by BCH when a professional qualification is a requirement of the post.</p>	<p>Beverages Staff benefit from a free supply of beverages.</p>
		<p>Smoking Policy The Group operates a "no-smoking" policy in all its premises.</p>