

## **Overview of the benefits of working for Crosby Housing Association**

Crosby Housing Association is a community-based housing association located in Waterloo. It is a pro-active and financially stable organisation which aims to provide a variety of general needs and supported housing. We pride ourselves on being a dynamic team who make a difference and provide excellent customer service to our tenants and stakeholders

As a small organisation, our employees achieve variety in their role, responsibility, the opportunity to work on their own initiative, and to work closely with other people including Senior Management and Board Members.

As an equal opportunities' employer, we value diversity and strive to achieve dignity at work.

### **Work Life Balance**

- 35 Hour Week
- 25 days Annual Leave plus Bank Holidays. Annual Leave increases to 27 days after 2 years full service and 30 days after 5 years full service.
- Flexi-time scheme for full time staff.
- Compassionate leave
- Employer and Employee Carers Pledge Scheme

### **Remuneration**

- Benchmarked salaries
- Sick pay entitlement
- Social Housing DC Pension Scheme
- Essential car user allowance offered to applicable posts
- Mobile phone issued to relevant post holders
- PPE issued to certain job roles. i.e. Estates Officer and Charity Shop Staff

### **Training and Development**

- An ongoing commitment to training and professional development
- Funded/part funded professional qualifications available to staff, to benefit both employee and the association
- Access to a wide range of online training courses
- Community Housing Association North West (CHANW) collaborative training.
- Staff Away Day held annually
- Full staff meetings
- Departmental team meetings
- Quarterly 1-2-1's with line manager
- Annual performance development review
- Annual Conference programme in 3 areas – Staff, Board and Tenants

### **Staff Wellbeing**

- Health and wellbeing fund
- Free eye-test for VDU users, with contribution to optical expenses

**Misc.**

- Refreshments on site (tea, coffee, milk, water cooler etc.)
- Social events
- Offices located near local high street with excellent transport links
- Secure car park available for all staff