



Employee benefits

Our mission is to make our residents proud of where they live and our colleagues proud of where they work. Part of making Housing Solutions a great place to work is our leading benefit package which is tailored to our colleagues' needs. Underpinned by the core objectives of our **Corporate Strategy**, our benefits focus on:

Safe

Your health

Benefits to promote positive health/wellbeing and to support recovery from ill health.

Satisfied

Work/life balance and recognition

Benefits to support colleagues achieve a positive balance and to recognise their valued contributions.

Sustainable

Financial wellbeing and sustainability for the future

Benefits focussed on sustainability for both the here and now, and for preparing for the future.

Safe

Your Health

- Healthy Minds Healthy Lives wellbeing programme
- Health related allowance, flexible to your needs
- Physiotherapy sessions available
- Discounted gym memberships
- Annual wellbeing week programme of events

- Proactive Check-in Wednesdays programme
- Employee Assistance programme
- Virtual GP and mental health support
- Health screening
- Flu vaccinations
- Private health care benefit for selected roles



Satisfied

Work/Life Balance

- Workstyle agile working model
- DSE allowance to support your homeworking environment
- Annual leave entitlements start at 25 days pa plus bank holidays
- Buy/ sell holiday scheme
- Enhanced pay for all types of parental leave

Recognition

- Going the Extra Mile (GEM) awards
- 'Thank you' whole team events held regularly
- Loyalty awards to celebrate your service
- Refer a Friend recruitment incentive
- Sabbatical leave opportunity



Sustainable

Financial Wellbeing

- Employer pension contributions up to 14%
- Bonus scheme for everyone
- Life assurance
- Income protection
- Car loan
- Tool loans and allowance
- Season ticket loan
- Car allowance for selected roles
- Benefit Hub discounts, rewards and perks

Sustainability for the Future

- Corporate charity selected by colleagues
- Charity volunteering hours
- Electric vehicle lease scheme
- Development fund sponsorship for qualifications
- Retirement planning and celebration benefits
- Cycle to work scheme

