

Our Reward Package

June 2009

WVHT – a great place to work

Weaver Vale Housing Trust is a great place to work. We are a customer focused organisation and aim to attract and retain staff by rewarding achievement and continuous improvement.

In order to appeal to the best calibre of staff, who can deliver excellent services, and to continue with our commitment to our people and their development, we offer an attractive reward package. That package includes:

A rewarding job

- Competitive salaries
- Generous holiday entitlement (between 24 and 30 days dependent on grade and/or length of service plus normal public holidays)
- A choice of two employer supported final salary pension schemes and death in service benefit
- Car mileage payment
- Child care subsidy
- Free car parking
- Free tea and coffee in head office building
- Occupational Sick Pay (on top of statutory pay)
- Prospects with opportunities for promotion and development



Balancing work, health and home



- Enhanced maternity and paternity leave
- Enhanced parental leave
- Flexible working hours and job sharing opportunities
- Flexi time (applicable for some staff)
- Free confidential advice and counselling for staff
- Subsidised use of leisure centres
- Personal well being grants
- Occupational health support
- Compassionate leave
- Free VDU eye tests
- Uniforms provided free of charge where applicable

Developing skills

- A commitment to training and development
- Regular appraisals and reviews
- Personal Development Plans and grants
- Sponsorship for professional development
- Day release where applicable
- Secondment opportunities to aid development
- An in-house managers development programme
- Succession planning
- Study leave
- Essential professional membership fees paid

Recognising excellence

We make sure people are recognised for their continued commitment and loyalty to the Trust.

- Attendance awards
- Loyalty awards for length of service
- Employee Recognition schemes
- Annual Staff away days for the purpose of continuing to focus on communication and staff engagement

Our culture

We believe people are happier and work more effectively in a positive and open organisation that has:

- A commitment to our Values of Customer Focus, Respect, Openness, Commitment, Enthusiasm, Collaboration, Fairness
- A “can do” approach
- An approachable leadership team
- Effective and co-operative teamwork
- A clear commitment to Diversity and Equality for all
- Opportunities for involvement in decisions and project work
- Clear communications to all staff
- Trade Union recognition
- A clear focus on Health and Safety
- Commitment to making a real difference to our neighbourhoods
- Opportunities for social networking and social events
- Ongoing support for local and national charities

Employment opportunities

Our staff have a wide variety of skills that include:

- Building project management
- Building repairs
- Building maintenance/refurbishment
- Building surveying
- Caretaking
- Community safety
- Communication
- Customer services
- Finance and accounting
- Home care
- Housing and Estate management
- Human Resources
- Information technology
- Legal services and advice
- Regeneration
- Supported housing and floating support
- Office management and administration