

Langstane Housing Association Ltd

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Total Rewards Package

Langstane Housing Association Ltd (the Association) offers an attractive rewards package including the following:

Salary

The Association offers a salary banding for most posts to ensure that as employees gain experience and knowledge, this is recognised. The salary bands are detailed on the advert.

Where 'spot' salaries are paid, there is an expectation that the successful candidate has the required experience and knowledge prior to being appointed.

A cost of living allowance is considered annually

Pension scheme

The Association has a range of pension options available for qualifying employees through the Scottish Housing Association Pension Scheme (SHAPS). The following options are available: a final salary 1/60th benefit option, a CARE 1/70th benefit option, and a defined contribution scheme

Leave

A total of 37 days leave is provided. The annual leave entitlement is 25 days plus 12 public and local holidays (pro rata for those employed for less than 35 hours per week)

Langstane Housing Association Ltd is a registered Scottish Charity No. SC 011754 and a registered Property Factor No. PF 000666



Work / life balance Standard working hours are 35 hours per week (Monday – Friday, 9.00am – 5.00pm). However, recognising the benefits of a healthy work / life balance, the Association offers the additional benefit of a flexible working approach through flexitime

Professional fees The Association will pay one set of annual professional fees where such membership is directly relevant to the role undertaken

Training / development Ongoing training and development will be provided throughout an employee's career with the Association

Enhanced maternity pay Enhanced maternity payments are made to qualifying employees

Enhanced sick pay Depending on length of service, and on following the required procedures, the Association provides enhanced sick pay

Salary sacrifice Tax efficient salary sacrifice schemes are in place. This includes the use of child care vouchers

Prescribed spectacles One contribution towards spectacles prescribed for VDU use will be made per annum. This contribution is capped at £50 per annum

Wellbeing checks Annual wellbeing checks are offered to all staff. This includes an optional flu vaccine

Long service awards The Association recognises the benefits of long service and these are recognised five-yearly from year 10 onwards

Probationary period All posts are subject to a six months probationary period. During this time progress will be monitored and discussed at regular intervals