

Total rewards package

LANGSTANE
HOUSING ASSOCIATION LTD
YOUR HOME MATTERS

Total rewards package

Work / life balance

Hybrid / flexible working

We recognise the benefits a good work / life balance brings and, taking business requirements into account, we promote a hybrid working framework that benefits both our employees and Langstane.

We also offer a flexible working approach through flexi-time for eligible roles.

Enhanced sick pay

Depending on length of service, the Association provides enhanced sick pay.

Generous family leave

Enhanced maternity, paternity and adoption payments are made to qualifying employees.

Annual 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 full-time hours per week).

Salary & financial benefits

Salary

The Association offers a competitive salary package.

A pay review occurs annually at the start of each financial year and eligible employees will also receive incremental progression.

Pension scheme

The Association offers a generous scheme with Langstane contributing 10% and employees contributing a minimum of 5%.

A death in service benefit is also provided to those who are part of the pension scheme.

Salary sacrifice

Tax efficient salary sacrifice schemes are in place. This includes an electric car scheme.

Credit union

Employees are eligible to save and borrow with the St Machar Credit Union.

Essential car user allowance (for qualifiying roles).

Development & professional support

Training / development

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

Professional fees

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

Health, wellbeing & support

Employee assistance programme & wellbeing app

The MCL Medics employee assistance health and wellbeing programme includes short-term counselling and referral services for all our employees and their immediate family, alongside a helpline and app that provide health, wellbeing and lifestyle support.

Health shield

The health shield cash plan provides money back on everyday healthcare costs. It allows easy access to additional benefits including a virtual GP and rewards platform.

Flu vaccination

We offer the flu vaccination to all employees on an annual basis.

Eye care

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

Discounts, rewards & recognition

Blue light card

We are delighted that, due to the services provided, Langstane employees qualify for a blue light card. This allows employees to receive a range of discounts online and in-store.

Housing perks

Housing perks is a user-friendly online platform, that gives tenants and employees access to a wide range of discounts on everyday essentials such as groceries, pharmaceuticals, petrol, and clothing.

Long service awards

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

Additional benefits

Free on-site parking

We understand the importance of convenient and secure parking for our employees and parking spaces are provided on site.

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