



balancing managing a healthy work / life

Habinteg is committed to providing a healthy work / life balance to its staff members:

Recognising the need for its staff members to balance their home and work commitments, Habinteg operates 'flexible working arrangements' allowing for contracted working time to be built up through a combination of 'core' and 'flexible' hours. For employees requiring greater flexibility, a Job Share arrangement will be considered and, where appropriate, approved, permitting two people to share the benefits and responsibilities of a single full time post.

Staff members enjoy a minimum of 32 days paid leave (including statutory leave). Five days paid 'wedding' leave is granted in the event of a staff member getting married and paid 'compassionate', bereavement leave is provided as support during the loss of a close relative. The Association also gives full consideration to any staff request for time off for volunteering opportunities, or for time spent in work related study, and grants an additional, discretionary, half day leave for Christmas Shopping.

There is a generous health care scheme, for staff members who have completed their probationary period, providing comprehensive insurance for a wide range of care procedures and medical treatments. The basic 'package', which staff members can choose to enhance, is paid for by the Association. The Association subscribes to the Employers For Childcare scheme under which employees may 'sacrifice' part of their pay in exchange for childcare vouchers, with the potential to save money through savings on Tax and National Insurance Contributions. Employees who are required to provide a vehicle in order to carry out their duties receive a car user allowance and are entitled to travel expenses, including authorised mileage and/or transport reimbursement for travel on Association business. All staff are encouraged to join the NILGOSC Pension Scheme which the Association subscribes to.

There is a wide range of Internal Achievement awards and staff members are regularly nominated for the NI Housing Council Norman Capper Memorial Award. A discretionary day's leave for their birthday is granted to individual award winners. Long Service is recognised with Bronze, Silver and Gold category certificates, awarded respectively for 15+, 20+, 25+ years of service. Celebratory lunches are held following successful group achievements or attainment of quality initiatives and an Annual Christmas Lunch is hosted as a 'thank you' to all employees.

Habinteg is happy to provide a generous benefits package in an excellent working environment.

