

Employee Benefits

Working at BCHA, we hope you will feel a real sense of purpose and achievement knowing that, whatever role you are undertaking, you are helping us to provide better homes, better lives and better communities to the people we serve.

As well as providing you with opportunities and challenges to feel that sense of achievement, we also want to provide you with a range of tangible benefits to say 'thank you' and go some way in helping recognise the great work you do.

BENEFIT	ELIGIBILITY	WHAT DOES THE BENEFIT PROVIDE?
Pension	From 3 months	Employees are automatically enrolled after three months continuous service. 3% employer contribution and 5% employee contribution. Plus a voluntary matching contribution up to 6% if opted in
Sick Pay	Statutory Sick Pay after day 3 of sickness. Occupational sick pay after 3 months continuous employment	Accrued at 1.27 days per month up to a maximum 42 days over a 3-year rolling period. Relief colleagues w receive SSP and any payment is made pro-rata for part time contracts
Holiday entitlement	24 days paid holiday from the first year onwards, rising to 27 th days after 4 years	Paid holiday leave (pro-rata for part time contracts, in addition to bank holidays
Work Anniversary Day Off	From 1 year of the work anniversary	Celebrate your work anniversary every year by having an extra paid day off.
Compassionate and Emergency Leave	From commencement	Up to 5 days paid leave following the death of a close family member and/or emergency carer requirements
Maternity Leave and Pay	After 26 weeks continuous employment	First 6 weeks at 90% of pay and statutory payments thereafter up to 9 months. 52 weeks maternity leave equating to: 26 weeks Ordinary Maternity Leave 26 weeks Additional Maternity Leave
Paternity Leave	After 26 weeks continuous employment	Two weeks Ordinary Paternity Leave at 90% of weekly salary or national rate, whichever is less
Parental and shared parental leave	Parental: After 12 months Shared: After 26 weeks service	Parental: Up to 18 weeks unpaid leave to support a child to the age of 18, with a maximum of 4 weeks per child

		Shared: Comprises of 52 weeks Shared Parental leave (as with Maternity or adoption leave) and remaining balance of 39 weeks Maternity or adoption pay as Statutory Shared Parental Pay (ShPP)
Childcare vouchers	From commencement	Application for payment of Childcare vouchers via Gov.uk/tax-free-childcare
Agile/Hybrid Working	From commencement where role allows	We offer Hybrid working where services can facilitate this
Flexible Working	After 26 weeks continuous service	Ability to apply to alter your contract of employment in relation to working arrangements such as amount of hours worked, start and end times, locations, breaks etc
Eye tests and VDU use	From commencement	Free eye test and £40 support towards the costs of glasses for VDU users. Repeats every two years.
Life Assurance	Upon completion of probation period	Life Assurance cover of 1 x annual salary + £10,000 or up to £10,000 for Relief colleagues
Confidential Employee Support	From commencement	Provided by Health Assured covering advice and support pertaining to legal, financial, medical, counselling, work, stress, family matters and more

In addition to the benefits listed above the BCHA Group commit to providing employees with:

New Employee On-boarding and Induction

Covering the role, service, the wider BCHA group, values and behaviours, competencies, key business plans and priorities, support and guidance

Learning and Development

Provision of operational and technical training required to enable successful delivery of the role responsibilities, those of the relevant service, requirements and needs of BCHA customers

All our employee's have an essential learning plan that offers internal and external learning opportunities. If you want more, why not consider professional industry recognised qualifications through our apprenticeship services.

Performance and Development

Regular reviews of current and future required performance against clear and agreed SMART objectives, identification of future training, development and progression activities and pathways.