

Mosscare's Benefits Package...



In addition to a friendly and buzzing office located near to local amenities, our staff enjoy an excellent benefits package including the following....

- **Flexible working** – The Association operates a flexitime system which can be beneficial to all staff. At either end of the compulsory 'core time', there's a flexible band when you can choose your start and finish, according to the needs of the service. Not all jobs are subject to flexi-time – please check the job description
- **Job Share & Part time** - Job Share is two people sharing one job. They share the duties, the hours, the salary, the benefits. The precise working patterns of each job share will depend upon both the needs of the service and the requirements of the job sharers. Not all jobs are available for job share or part time – please check job description.
- **Generous Leave Entitlement** - The basic entitlement for holiday leave is 23 days, plus an additional 2 days leave granted by management to be taken during the Christmas and New Year Period. Additional leave entitlement for all staff in relation to length of service is also granted.
- **Maternity, Paternity, & Adoption Pay**
- **Unpaid & Compassionate Leave**
- **Childcare vouchers** – The Association operated a childcare voucher scheme, which allows an employee to sacrifice part of their salary in the form of childcare vouchers in return for a financial gain. Childcare vouchers are tax and national insurance free for an amount of £50 per week. The scheme is administered in partnership with a company called Sodexo Pass and is open to all staff who feel they would benefit and the vouchers can be used to pay for all types of registered and approved childcare for children up to the age of 16.
- **Pension Scheme** - All staff are eligible to join the Social Housing Pension Scheme, which is designed to provide security for you during your retirement and for your dependants in the event of your death. The scheme, which is operated by The Pensions Trust, is contributory and the amount you pay will be dependent on your

age at joining. If you join the pension scheme the Association will also contribute into the scheme on your behalf.

- **Health Scheme** – The Association operates a health care plan through Healthsure, which enables members to claim towards everyday healthcare costs. The plan works by allowing members to pay a small monthly premium, via the payroll, for a policy. Then when healthcare treatments are received and costs incurred the costs can be claimed back in part or in full up to the policy limits.
- **Counselling Service** – The Association operates a confidential counselling support service, free of charge, to all employees who feel they are in need of independent confidential help. The service can be used for a wide range of problems including personal and work related. The service is run by Oasis Peoplecare.
- **Trade Union Membership** –
Whilst it is not a condition of employment that a member of staff should be a member of a trade union, the Association regards the Association of Clerical, Technical & Supervisory Staff (ACTSS) as the appropriate representative organisation for consultation on matters affecting the terms and conditions of employment of all staff below that of Directors, as the body eligible to make representative on behalf of any individual members of such categories of staff who chose to be represented.
- **Free car parking**
- **Payments toward Eyecare for VDU use**

