

Reward and Recognition Package



Pay and Pensions

Competitive Pay

PCH pays competitive salaries for all roles across the company. Rates of pay (based on a 37 hour week) are at a fixed rate for each role and are benchmarked by an external third party.

Annual Pay Awards, in line with RPI, are subject to Business Plan constraints and Board approval.

Overtime, where required, is paid subject to your contract of employment.

From time to time you may incur expenses resulting from carrying out your role and responsibilities, which PCH will reimburse in line with our expense policy. HMRC rates apply for all mileage claims.

Pension Scheme

We believe that we should all make adequate provision for our futures. We offer a Defined Contribution Pension Scheme to all new employees with the Social Housing Pension Scheme (SHPS). When you contribute to your pension, PCH will pay double your contribution (up to a maximum of 14%).

The scheme includes a benefit of three times your salary, to be paid to your nominated beneficiary, in the event of your death in service.

A number of existing staff are members of the Local Government Pension Scheme and the SHPS Defined Benefit scheme. These schemes are now closed to new members.

Holiday and Extended Leave

Generous Holiday Entitlements

We want you to have a good work-life balance and our holiday entitlement reflects this. Leave allowance for full time employees starts at 25 days per year and increases with service to a maximum of 30 days in addition to your entitlement to bank holidays. Entitlement is pro-rated for part time employees.

Holiday Trading

All PCH employees receive paid annual leave according to their contract of employment. This scheme will allow you some flexibility to alter that entitlement, either by buying or selling some of your current entitlement.

Extra holiday may appeal for all sorts of reasons – the chance to spend more time with your family, special holidays or time to complete a special project. Alternatively, if you wish to use less than your full leave entitlement, this scheme will give you the opportunity to exchange some of it for extra salary.

Extensive Discounts

Jannet

Jannet is our on-line scheme offering employees great discounts at 100's of retailers. It's also the place to find all your PCH news, benefits and health and wellbeing information.

Jannet also gives staff and managers the opportunity to recognise and thank employees for a job well done, or for someone who has gone the extra mile – or simply to wish a colleague a Happy Birthday!

Other Discount Schemes

PCH has teamed up with the Civil Service Sports Club and are able to offer a variety of benefits for a membership fee. Full details can be found on the CSSC website.

PCH have also negotiated a discount with a local solicitor (GA) which is available to all employees, for most of the services they provide.

Hybrid and Flexible Working

Hybrid working*

We recognise that for some individuals, hybrid working is a significant benefit and is a positive factor in staff wellbeing. Where hybrid working is suitable for both the individual and job role, individuals work from their work base for two or three days a week and from their own home for the remainder of their working week.

Flexi Time*

We offer flexi hours for most of our roles within PCH. This means that you take advantage of earlier start and finish times to work around your commitments and lifestyle choices. The scheme allows you to take up to 13 additional days leave each year.

*for eligible roles.

Learning and Development Opportunities

This sits at the heart of our people strategy. All employees are encouraged to participate in Continued Professional Development where required for their roles. We also have a comprehensive health and safety training programme. Learning is delivered through workshops, development programmes, coaching, leadership support and personal development.

Personal Development Loans

In order to support employees with their personal development, we offer loans to employees who wish to undertake a course of study to obtain a work related qualification. As part of this, a reasonable amount of paid time off is also offered.

Professional Subscriptions

We recognise that many of our roles require membership of professional bodies. If your job specifies that one or more professional qualifications are required for the role, we will pay the subscriptions for them.

Make a Difference

A scheme for up to three days additional leave, in order to carry out voluntary work or self-development, within our communities.

Family Friendly

We look after our people, during the good and the bad times. That means we provide time off at certain times in your lives when you are most likely to need it including for family support, bereavement leave, dependants leave, maternity leave, paternity leave, adoption leave and shared parental leave.

Health and Overall Wellbeing

Private healthcare

We offer our staff the opportunity to sign up for a private healthcare scheme through Westfield Healthcare. The scheme allows staff to access many healthcare benefits such as optical & dental care for a fee per month.

Employee Assistance Programme

We provide a 24 hour employee advice, information and counselling service helpline to employees and families living at the same address. The service is free for you to access whenever you need. Specialists are there to help you find practical ways forward if you experience problems such as debt concerns, family and personal relationships and many other issues.

Gym and Fitness Classes

Employees have access to our own well-equipped Gym at Plumer House. This is available following a Gym Induction and can be used outside of normal working hours but in conjunction with our building opening and closing times.

Cycle to Work Scheme

PCH recognises that some employees will want to cycle to work to increase their activity levels or perhaps for more environmentally friendly reasons. With this in mind we have adopted the Government's Cycle to Work Scheme which provides interest free loans of up to £2500, for the use of a cycle and safety accessories.

Health Checks

Over 40s Health check

On a regular basis we offer our employees the opportunity to undertake a free over 40's health check

Flu vaccination

Each year, we offer free on-site flu vaccinations for all of our staff to help protect them in the winter months.

Refreshments

Tea and Coffee is provided, free of charge, to all staff at PCH main sites.

This document is an illustration of the range of benefits that are available at PCH. Your actual terms and conditions can be found in your contract of employment.