

Genesis

Housing Group

Benefits for staff

Terms and conditions apply.

Interest free season ticket loan We provide an interest free season ticket loan, with deductions from your salary spread over 12 months.

Annual leave entitlement The Group offer competitive annual leave entitlement of at least 26 days per annum, rising to 28 days after one year of continuous service.

Life assurance cover We provide free life assurance cover so that your chosen nominee(s) receive a payment of three times your annual salary in the event of your death.

AXA stakeholder pension plan We will match your monthly pension contribution of 3.5% to 7.5 %.

Childcare vouchers Our staff can sacrifice some of their salaries to buy childcare vouchers to save them tax and national insurance on childcare payments for approved or registered childcare.

Cycle to work scheme Staff can hire bicycles from Genesis through a salary sacrifice scheme. At the end of the loan period, staff have opportunity to purchase their bicycles at a significantly reduced rate.

SimplyHealth cash plan SimplyHealth provides cash when you need medical or other kinds of healthcare treatments. The scheme covers dental care, spectacles and contact lenses. They also provide a free 24-hour professional counselling and information service.

Care First advice line Through Care First, staff have independent help and advice whenever it is needed. This is a confidential information, advice and counselling service, covering concerns such as benefits, debt, personal, health or legal matters, that is free to staff.

Professional subscription We will pay for a subscription to a professional body per 12 month period.

Long service awards We provide £200 in gift vouchers for 10 years uninterrupted service and £500 in gift vouchers for 20 years uninterrupted service.

Special contribution awards This scheme celebrates exceptional performance and special contributions that enhance the quality of services the Group provides. These awards are structured with payments to teams and to individual staff on a quarterly basis. Awards are also made to a team and individual staff member of the year.

Enhanced maternity and adoption pay We offer enhanced maternity and adoption pay in addition to statutory entitlements. The maternity or adoption leave period is 52 weeks. Employees with 12 months' service can receive 13 weeks at full pay, 13 weeks at half pay and a final 13 weeks' statutory pay.

Enhanced paternity pay For employees with at least 26 weeks' service, we will pay two weeks' paternity leave at full pay rather than the statutory rate of paternity pay.

Enhanced time off for dependants We have enhanced the statutory time off for dependants, which is unpaid, and in any 12-month period give up to three days' paid time off for dependents.

Flexible working We offer flexi-time, compressed hours and staggered hours where possible.

Car allowances These are provided on a job specific basis if the role requires it.

Additional leave for good attendance We reward staff for good attendance and provide one day additional leave for those that do not have any sickness in the leave year.

Training and development Access to a wide range of learning and development opportunities is available, including courses, conferences and qualification sponsorship funding.