



**CLANMIL**  
HOUSING

**Getting Work-Life  
Balance Right  
*'The Clanmil Way'***

**An Innovative and Vibrant Approach!**



The measures include:

### **Birthday Leave**

A day off will be given to members of staff on the occasion of their birthday or that of a member of his/her immediate family.

### **Healthcare**

Clanmil Housing will pay a contribution on behalf of members of staff to a private health care scheme.

### **Flexible Working**

Designed to give staff flexibility in the way they work and take time off at a time which best suits them.

### **Annual Leave**

Staff Enjoy a minimum of 33 days paid leave including statutory leave.

### **City Centre Weighting**

This is an allowance paid monthly in arrears to staff to compensate them for travel costs associated with city centre working.

### **Buying and Selling Leave**

Staff are able to buy or sell a maximum of three days per annum to have more time off or more salary.



### **Recognition for Achievements**

Financial payments for work related qualifications.

### **Pension Scheme**

All staff are encouraged to join the Social Housing Pension Scheme which is a contributory final salary scheme.

### **Dependant's Leave**

Employees are given paid time away from work to deal with emergency situations in respect of someone they care for.

### **Wedding Leave**

Three days paid leave will be given to staff to celebrate that special day.

### **Term-Time Working**

This is an opportunity for staff with children at school to vary their hours of work to coincide with school summer holidays.



### **Recognition of Long Service**

Clanmil will recognise staff by way of a gift on completion of the following length of service:-

Five years

Ten years

Fifteen years

Twenty years

### **Job Share**

This is an arrangement where two people can share the responsibilities and benefits of a full-time post.

### **Career Break**

An extended period of unpaid leave from work to allow staff to pursue personal development or educational opportunities.

### **Bereavement Leave**

Paid bereavement leave provides support to staff during the loss of a close relative.

### **Extended Carers' Leave**

Extended leave is an extended period of leave to support staff who have primary care responsibilities in extreme circumstances.

Staff at Clanmil are highly valued for their professionalism and commitment to the Clanmil core values – which is so important in terms of how we provide the care, support and service to our customers.

In recognition of this, the Board has introduced an innovative and vibrant package of provision for staff to reward their hard work and the effort they put into their everyday tasks.

The spirit with which these benefits are offered to staff is one of a genuine wish to enrich both home and work life and to make Clanmil an 'Employer of Choice'.

If you are considering applying for a job with Clanmil, a good first move is to put away any preconceptions you may have about social housing and the voluntary sector.

It would be wrong to say the atmosphere is dull. There is fun to be had and people enjoy their jobs, but professionalism and customer service are critical to our core business.



Clanmil Housing aims to be a primary provider of high quality homes at the lowest possible economic rent for everyone in housing need.

It is committed to providing an open and professional service, which is all embracing and sensitive to the needs of the individual.



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