



WORKING FOR US - YOUR BENEFITS

We offer all our employees a comprehensive benefits package, which include:

Annual Leave

We understand the importance of balancing your work and personal life. Annual leave is an important way of helping employees to achieve that balance. In addition to public holidays, employees are entitled to 25 days of annual leave each year, increasing to 28 over time. Holiday is calculated in hours and pro-rated for part-time workers.

Additional Leave

Option to purchase 1 week's additional leave

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Option to sell up to 1 week of annual leave (subject to the statutory 28-day minimum being taken)

Flexible Working

This is offered to all non-rota'd staff

Cash Health Plan

Our cash health plan enables employees to claim back the cost of a range of everyday healthcare treatments, including dental, optical, medical and other consultations. This benefit is provided free for employees, who have been employed 6 months.

Auto-Enrolment Pensions

Whag has an auto-enrolment pension scheme through NEST, with a 3 month waiting period from date of employment, based on qualifying earnings, with the employer contributing 3% and employee contributing 5% earnings during 2024, contributions increasing over time in line with legal requirements.

Cycle to Work Scheme

Cycle to work scheme enables employees to keep fit and healthy and purchase a bike tax-free, saving on average about half the cost. (Subject to probation period)

Tech Scheme

Tech scheme enables employees to purchase various items tax free, saving on average about half the cost. (Subject to probation period)

Hospital Appointments

5 hours paid leave for hospital appointment

WHAG Savings Account

Monthly saving account, payable at Christmas time.

Access to Charity Discounts

Charity Worker Discounts is a discount service that is available to charity workers and their families.

**Parking**

Free parking at projects

Bonus Payment for introducing new employees

Bonus payment to employees that introduce a connection / new staff member (subject to the new employee passing a probation period)

Rewarded for long service

Employees will be rewarded for their length of service, the first 5 years, additional leave will be added, then gift cards will be given.

Bonus number

Employees are allocated a bonus ball number on joining WHAG and a monthly draw takes place to win a small bonus.

Employee Assisted Programme

Designed to help employees deal with personal and professional problems that could be affecting home life, work life, health , and general well-being. Helplines are available 24/7, 365 days a year.

Westfield Healthcare

Employees can claim money back, up to set limits, towards the cost of your essential healthcare, and access valuable health and wellbeing services:

- Routine dental
- Routine optical
- Therapy treatments, including physiotherapy, osteopathy and acupuncture
- Chiropody
- Private consultation fees
- 24hr GP telephone line
- Kids' cover included on key benefits