



We're investing in Halton.
Let us invest in **you.**

Working for HHT

Now is an exciting time to come and work for Halton Housing Trust as we are a vibrant, developing organisation. We can offer you the opportunity to make a significant contribution to the Trust and develop with us as we strive to deliver quality and excellence to all. As an employee we can offer you:

- 27 days holiday (increases with length of service) + 8 bank holidays
- Career progression opportunities
- Childcare Vouchers (<http://www.busybeesvouchers.com>)
- Community Spirit / involvement – Community clean up day – links with Halton Haven, social events and charitable fund raising
- Competitive Salary
- Customer First Culture
- Equality and Diversity a priority
- Eye Care Vouchers
- Flexible Working Arrangements i.e. Job share / condensed hours and home working
- Flexible working hours
- Free parking
- Free refreshments
- Involvement in planning of the Trust's future priorities
- Job Shadowing programme
- Occupational Health Service
- PPC Employee Assistance Scheme – a confidential helpline facility (<http://www.ppcworldwide.com>)
- Professional subscriptions paid (if relevant)
- Sick pay from date of joining
- Structured learning and development programmes
- The opportunity to buy or sell holidays
- Two final salary Pension schemes to choose from with significant employer contributions
- Two ticks symbol for recruitment
- Volunteer scheme



- Voluntary Benefits Scheme e.g. Medicash, Discount Scheme

The Trust has recently concluded a grading, pay and benefits review across all areas of the Trust. All job roles have been slotted into a transparent and open Job Family Framework to ensure equality across the board. Opportunities have never been greater.





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Learning and Development at Halton Housing Trust

Some of the current opportunities for colleagues at Halton Housing Trust include:

- Comprehensive induction
- Monthly 'Brief It' update from Senior Managers
- Dedicated Communications Officer
- Dedicated Training Officer
- Dedicated IT Trainer
- Customer First Training Programme for all staff, focussing on excellent customer care, equality and diversity and a management development programme
- Dedicated Health and Safety Officer, providing training and support in all areas
- Conflict Management and safe lone working
- Time Management
- Presentation, influencing and negotiating skills
- Level III NVQ in Customer Care for front-line staff
- CIH Professional Qualifications
- NVQ II in multi-skilling and customer service for all construction operatives
- Team Building events/Away Days
- Coaching at all levels
- Apprenticeships
- Job Shadowing
- Estate Walkabouts
- Specialist training, internal and external for individuals and teams
- Support for professional qualifications
- Job Shadowing programme

We have a dedicated Training Officer who is responsible for ensuring the Performance Management Process is embedded within the Trust and that all employees have the opportunity for a performance review and personal development plan, as well as analysing and evaluating the learning and development needs of all employees.

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