

Working for PHP



Our approach to excellence is visible in everything we do. Our employees enjoy being part of a cohesive team, working together with clear and common goals*. We believe in encouraging all our staff to develop and reach their full potential.

Along with job satisfaction, our employees gain a wealth of excellent benefits working for Poole Housing Partnership. Here are just a few:

Pension

Poole Housing Partnership is part of the Local Government Pension Scheme, to which employees contribute 6% of gross salary (unless opted out).

Relocation

Poole Housing Partnership has a discretionary scheme available to provide reimbursement of relocation expenses, e.g. removal costs, legal fees, stamp duty, etc.

Flexible Working Hours

Poole Housing Partnership operates a scheme of flexible work hours (flexi-time).

The scheme generally applies to all full-salaried employees, with the exception of those who are unable to participate due to the nature of their work.

Flexi-time also applies to part-time employees, where management considers it to be feasible.



Job Sharing

Job Sharing occurs when the duties and responsibilities of a full-time job are shared between two (or more) people.

The pay and conditions of employment are divided proportionately between each of the Job Sharers.

It is our policy to encourage and positively consider applicants that express an interest in Job Sharing.

We are also willing to consider other forms of flexible working that meet service needs and take account of preferred working arrangements.

When deciding the pattern of hours to be worked, the requirements of the job must be our first consideration.

To apply for a job on a Job Share basis, please complete the appropriate section of the application form.

* 95% of PHP employees believe they make a valuable contribution to PHP and 99% of employees get on well with the people they work with

Quality Homes In Strong Communities

Conditions of Service*

Normal annual leave entitlement is:

0-5 years local government service	24 days
5 years local government service	27 days
10 years local government service	30 days

Along with these entitlements, PHP assign an additional half-day for the afternoon of the last working day before Christmas.

Childcare Facilities

For the exclusive use of Poole Housing Partnership and Borough of Poole employees, Flippers Nursery caters for children aged between 3 months and 5 years of age.

Located in the Lower Parkstone area of Poole, the nursery has capacity for up to 28 children.

Asylum & Immigration Act 1996

It is a legal requirement that before starting work with a new employer, you must produce evidence of your entitlement to work in the United Kingdom.

Successful applicants will be required to produce an official document stating their

Concessions

Employees of Poole Housing Partnership can enjoy access to leisure facilities across Poole, at a discounted rate.

Venue	Facilities	Discount
Dolphin Swimming Pool	pool & multi-gym**	50%
Rossmore Leisure Centre	fitness studio**	50%
Ashdown Leisure Centre	fitness studio**	50%

Employees are also entitled to receive reductions on purchases from the Borough of Poole's Museums and Tourist Information Centre.

* previous local government/RSL service can be aggregated to calculate annual leave entitlement

** an introductory session is required

National Insurance Number (e.g. P45, P60 or National Insurance card).

If such a document cannot be produced, the applicant will be required to produce one of a number of original documents from a list produced by the Home Office.