


- Choose another section 
- ^ Home
  - ^ Jobs

[Home](#) > [Jobs](#)

## BCH Benefits



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Here at BCH we offer competitive salaries and a great benefits package - including generous annual leave, flexible working arrangements and a pension scheme with competitive employer contributions.

### Annual Leave

Entitlement to annual leave is dependent upon your length of service and hours worked. The annual leave entitlement can be up to 31 days per year.

### Other Leave

As well as maternity, adoption, paternity and parental leave - you have access to a range of additional leave benefits including maternity support leave, special leave and compassionate leave.

### Work/Life Balance

BCH is committed to promoting a work/life balance for its employees - and has many schemes they can make use of. These include flexi time, flexible working, job charing and emergency time off work.

### Pension Scheme

When starting work for Blackpool Coastal Housing you will automatically join the Local Government Pension Scheme. Your contribution rate depends on how much you are paid, but it will be between 5.5 and 7.5% of your salary. When you retire your benefits can include an index linked retirement pension and a tax free lump sum. The scheme also provides for ill health and death benefits.

### Training

Blackpool Coastal Housing has a positive policy towards meeting the training needs of all its employees.

### Health and Wellbeing





The occupational health service is delivered by a team of professionals who carry out a wide range of employee services including clinical assessments, medicals and health surveillance. The team also provide regular on site clinics to provide advice on smoking cessation, alcohol consumption, diet and exercise and carry out blood pressure checks.

### Living Wage

As an accredited UK Living Wage Employer, Blackpool Coastal Housing ensures that all employees aged 18 and over, including certain classes of contracted staff, are paid at least the living wage. We also agree to increase the amount which it pays to employees by the same amount as any increase in the living wage within six months of the date of the official announcement.

[↑ Back to top](#)

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