



Ireland
Division

Dear Applicant,

Re: Early Intervention Worker (Part-time)

Thank you for your enquiry, please find enclosed our job pack which provides you with all the information you need to know about the vacancy and about our recruitment process.

If you are interested in applying for this vacancy, please go to our jobs website which is <http://workforall.salvationarmy.org.uk/current-vacancies> and click on the apply online tab. Once you have submitted your online form, you will receive an automated email acknowledgement to the email address you have provided.

In accordance with our Equality Policy, please note we do not accept CVs. We do however, seek to ensure our recruitment process is fully accessible and therefore if you need assistance with your application please contact our Helpline on 020 72057162.

The closing date for this position is **Sunday 18th June 2017**

Please note, if you have not heard from us **4 weeks** from the closing date, please assume your application has been **unsuccessful** on this occasion.

May I take this opportunity to thank you for your interest in working for The Salvation Army.

Yours sincerely

Joseph Rose

Recruitment Administrator
HR Recruitment

Address: The Salvation Army Territorial Headquarters, 101 Newington Causeway, London SE1 6BN
Telephone: 020 7205 7162 Web: www.salvationarmy.org.uk

Registered Charity No. 214779 and in Scotland SC009359; Social Trust Registered Charity No. 215174 and in Scotland SC037691
Republic of Ireland Registered Charity No. CHY6399; Guernsey Register Charity No. CH318; Jersey NPO0840
General: Andre Cox Territorial Commander for the United Kingdom with the Republic of Ireland: Commissioner Clive Adams



Early Intervention Worker (Part-time)

Grosvenor House Lifehouse - Belfast, BT12 4LL

Salary: £7.89 per hour

Working Hours: 20 hours per week over a 4 or 5 day week. 5 week rota including working 3 weekend shifts out of 5 - (Working pattern negotiable as new post)

Details: Permanent position

Benefits: 25 days annual leave + bank holidays (Pro rata for part-time); a contributory pension scheme; season ticket loan; Childcare Voucher Scheme; an employee assistance programme.

Job Summary:

Grosvenor House is a Residential Service for homeless families. The service accommodates 17 families for short term placements as more independent housing solutions are sourced. During this time families are supported in a person centred approach helping them to address issues which may have led to their homelessness. The role of Early Intervention Worker with The Salvation Army is an inspirational one and key to achieving successful outcomes for our vulnerable clients.

Key Responsibilities:

As a motivated and dynamic Early Intervention Worker you will be responsible for assisting with delivering a high quality programme of support which promotes client choice and control, particularly in the early stages of a resident's referral to the Lifehouse. You will address clients' support needs, enable them to make positive life choices and ultimately empower them to lead more sustainable lifestyles. You will also complete day to day activities including administration tasks and reception duties to support the successful operation of the Lifehouse.

The successful candidate(s) will be able to demonstrate:

- A Positive attitude and a high level of motivation towards supporting vulnerable clients to achieve focussed and positive life outcomes
- An Ability to work in busy environment, be solution focused, show good time management skills and can demonstrate ability to prioritise and make decisions under pressure
- Good verbal and written communication skills, good team working skills and good people management skills.

**Appointment subject to satisfactory references and right to work in the UK
An Access NI check and registration with the Northern Ireland Social Care Council (NISCC), or willingness to register with NISCC, will be required for this role.**

For further details and to apply please visit The Salvation Army's website:

<http://workforall.salvationarmy.org.uk/current-vacancies>

Closing date: Sunday 18th June 2017

Interview date: 28th and 29th June 2017

**CVs will not be accepted
Promoting equality in the workplace**





JOB DESCRIPTION

Job Title	Early Intervention Worker (Part-time)
Job Summary	Summary
Responsible to:	Programme Coordinator / Service Manager
Responsible for:	Line management will be decided locally

Duties and Responsibilities

Homelessness Services Statement of Purpose

The Salvation Army Homelessness Services are committed to providing opportunities that support each person to find their purpose, develop positive relationships and experience a sense of community.

Everything we do will be underpinned by our core values, demonstrated within our daily practice and measured against our priorities of Transformation, Integration, Discipleship and Effectiveness.

Strategic Mission Plan

The work of the Homelessness Services Unit is underpinned by the Strategic Mission Plan. In this document we have set out to ensure that our programmes encourage purpose and relationships, sense of community and provide support.

Within the Plan there are seven performance areas:

- Empowering People
- Achieving Excellence
- Providing Opportunity
- Enabling Transformation
- Developing our Team
- Encouraging Growth
- Value for Money

All job descriptions will be linked to these performance areas and measured against the required standards.

Core Values

The Salvation Army is a Christian church. As such all our work is based on Christian principles. All employees are expected to carry out their duties in agreement with our core values of

- Integrity
- Accountability
- Respect
- Passion
- Boldness
- Compassion

Overall Purpose of the role

The role of Early Intervention Worker (Assistant Support Worker) with The Salvation Army is an inspirational one and key to achieving successful outcomes for clients. As a motivated and dynamic Assistant Support Worker you will be responsible for assisting with delivering a high quality programme of support which promotes client choice and control.

As Early Intervention Worker, you will improve the resident induction experience into the centre and to provide an initial point of contact. This will inevitably help to prevent the resident abandoning after the first few days, or further down the line.

You will address clients support needs, enable them to make positive life choices and ultimately empower them to lead more sustainable lifestyles. You will also complete day to day activities including administration tasks and reception duties to support the successful operation of the Lifehouse.

Key Performance Indicators are set out at the end of the list of duties.

Responsible to: Programme Co-ordinator

Outline of general duties:

Enabling Transformation

We aim to establish a culture that encourages everyone to see mission in its widest context and ensure all our programmes achieve positive outcomes; with the aim of seeing lives transformed increasing a sense of purpose, self-esteem, self-worth and resilience.

- Understand and work within the mission and values of The Salvation Army acting in a professional and ethical way at all times when representing the organisation.
- Support the Spiritual Programme running within the service where required.
- Respect the diversity of other people's culture, faith and practice.

Empowering People

We aim to ensure that all our services provide opportunities to empower and inform individuals and give everyone the opportunity to access life changing programmes

- Work as part of the Support Team to ensure clients have access to support when attending all housing and non-housing appointments, assisting in the completion of forms and applying for appropriate benefits.
- Promote client choice by working as part of the Support Team to deliver a range of in-house support provisions which clients can opt into and which are designed to achieve successful housing related support outcomes for clients.
- Work in line with all relevant legislation and guidelines to protect clients, colleagues, staff and visitors from any abuse, accident or injury.
- Carry out any client checks and assist with implementing risk assessments where required.
- Promote, implement and ensure compliance with the Salvation Army's Equality and Diversity policy

Achieving Excellence

We aim to exceed the expectations of our stakeholders by working together with them to agree clear goals, targets and measures to which we can then be held accountable.

The Assistant Support Worker will play an important part in supporting the delivery of a high quality support service through a range of different functions and will assist in supporting the development of the programme by:

- Maintaining and developing day to day office duties and provide administrative support
- Providing front of house support and reception duties, monitoring visitors, telephone calls and other communication to and from the service
- Maintaining and developing programme records
- Collation of statistics and data input

These areas will be performed in line with organisational and legislative requirements including the ISO Quality Management System

Providing Opportunity

We aim to place the service user at the heart of all that we do and utilise our strengths experience whilst demonstrating our willingness to embrace new ideas.

- Promote client choice and control at all times by working within a personalised and client-directed support service where this is a part of the service delivery model.
- Assist with the delivery of support to clients, ensuring policies and procedures, tenancy agreements, codes of conduct and in-house rules are understood and adhered to at all times.
- Assist with the delivery of client meetings and other client participation methods
- Work with clients as part of person centred support planning which includes providing assistance to access a range of meaningful activities either in-house or in the community to ensure successful client outcomes
- Work with clients as part of the Support Team assisting to ensure the needs and actions within person centred support/risk management plans are addressed in a timely, professional and appropriate manner.
- Work as part of the Support Team to assist with sourcing and facilitating planned move on options for clients where appropriate.

Developing our Team

The recruitment, development and retention of our staff team is intrinsic to our performance quality of services. We aim to ensure that our staff teams are productive, happy and engage working to their full potential.

- Take responsibility for own personal development by developing and updating knowledge and resource base.
- Play an active role in supervision and appraisal with manager.
- Develop competencies in administration, decision making, team work, IT, communication, case support, motivation, listening, and interpersonal skills
- Support and develop volunteers, this may include on the job training, mentoring and day to day monitoring of allocated tasks.

Stay up to date with and work within regulations, policy, procedures and best practice in all fields relevant to their work

Encouraging Growth

We aim to be consistent and intentional in identifying and deciding on new opportunities that bring stability, offer sustainability and encourage growth.

Value for Money

We aim to achieve increased efficiency, improve effectiveness and focus on delivering value for money

- Assist Support Workers in the preparation of case reports and statistical reports and maintain all relevant records, including monitoring post support progress.
- Use systems to ensure income to the service from all sources including client benefits and personal payments are received in line within agreed targets and guidelines
- Work as part of the overall service team to ensure the most effective use of financial and other resources.

Other Duties

- To assist the Service Manager and Programme Coordinator in implementing the Salvation Army and Lifehouse mission statement, aims and objectives.
- To provide a quality booking in process to the resident which will include completion of a thorough risk assessment and other documentation as well as an induction to the Lifehouse.
- To provide an orientation of the Lifehouse, its staff and to show the new resident to their room
- Conduct keywork sessions which will include changes in circumstances, arrange relevant appointments and attend these if necessary in which they will act as an advocate for the resident.
- The post holder will participate and provide practical assistance to residents that need support with cooking, cleaning, shopping, and any other life skills that may be required to

enable them to live independently.

- Encourage residents to engage in meaningful activity. This will target their interests and aspirations for the future.
- Promote the Chaplaincy Service and ensure that the new resident is introduced to the Chaplain
- To work with the Lifehouse staff to encourage resident involvement in aspects of the running of the service, facilitating appropriate consultation, participation, and enabling residents to influence decision-making through attendance at resident forums, relevant meetings and giving feedback through satisfaction and exit questionnaires and an on individual basis.
- To support the personalisation agenda through initial keyworking and providing an informative action based handover to the selected keyworker. This will allow the keyworker to hit the ground running with their initial support.
- To create keywork notes which will highlight the support provided, write reports as necessary, complete satisfaction surveys which will monitor outcomes, and evidence their work through statistical reports.
- To work alongside the Programme Coordinator and other Frontline hostels promoting early intervention work
- To adhere to the Salvation Army's administrative, confidentiality and communication procedures, and be responsible for their own record keeping.
- To undertake continued professional development in line with organisational policy and in agreement with the Programme Coordinator such as attending monthly supervisions, training events, staff team meetings and appraisals.
- To have knowledge of and adhere to Statutory Standards.
- To adhere to the Salvation Army policies and procedures at all times.
- To promote The Salvation Army ethos of equal opportunities

To undertake any other duties as required for the effective running of the Lifehouse. The Early Intervention Worker will complete any other duties as could be reasonably expected of someone in the fulfilment of this role.

Key Performance Indicators

Mission	Feedback on the quality of the resident's admission and induction process is positive and demonstrates that the staff member acts in a positive way, ensuring that all initial needs of the resident are met including any spiritual needs
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Key Performance Indicators will be reviewed annually.



PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications		<p>GCSEs including Maths and English or equivalent</p> <p>Level 2 NVQ qualification or equivalent in a related field</p>
Knowledge		<p>Knowledge of the benefit system and an understanding of supported housing funding streams and reporting requirements/outcomes gathering.</p> <p>Legislation relating to Health and Safety and Safeguarding of clients/staff</p> <p>Knowledge of the main support needs which are commonly faced by homeless and vulnerable clients</p>
Experience		<p>Experience of working with vulnerable clients in a supportive setting</p> <p>Support the delivery of a client focussed service which undertakes holistic support needs, risk assessments & identifies appropriate support for clients</p> <p>Support partnership working with other support providers, internal services and colleagues to assess and review outcomes of clients</p> <p>Support the management of financial records, tenure requirements and client debt (personal payments and statutory debt) as part of budget plans</p> <p>Providing support to clients and volunteers</p>
Skills & Attributes	Motivation towards	

	<p>supporting vulnerable clients to achieve focussed and positive life outcomes</p> <p>Good customer service and time management skills with ability to prioritise workload</p> <p>Improve standards by demonstrating own initiative towards problem solving which help benefit colleagues and clients</p> <p>Good verbal and written communication skills</p> <p>Proficient in range of IT Packages including Microsoft</p> <p>Contribute to the creation and maintenance of a culture of continuous improvement within the service.</p> <p>Evidence of commitment to continuous professional development</p> <p>Understand a personal value base which is in line with core values of the organisation</p>	
<p>Circumstances</p>	<p>Demonstrate values of integrity and accountability within working practice</p> <p>Able to work within the Christian ethos of The Salvation Army</p> <p>Work shifts, unsociable hours, weekend work - flexible approach to hours worked as required</p>	



Mission Statement of The Salvation Army

The Salvation Army is a worldwide evangelical Christian Church and human service agency. Its message is based on the Bible; its motivation is the love of God as revealed in Jesus Christ. Its mission is “called to be disciples of Jesus Christ, The Salvation Army United Kingdom Territory with the Republic of Ireland exist to save souls, grow saints, and serve suffering humanity”. Its ministry is offered to all persons, regardless of race, creed, colour or gender.

Vision Statement of The Salvation Army

As disciples of Jesus Christ, we will be a Spirit-filled, radical, growing movement, with a burning desire to lead people into a saving knowledge of Jesus Christ, actively serve the community and fight for social justice.

What does The Salvation Army do?

The Salvation Army is a worldwide Christian church and registered charity, working in 127 countries (as at 2016), and it offers unconditional friendship and very practical help to people of all ages, backgrounds and needs.

Founded in East London by William and Catherine Booth in 1865, The Salvation Army has a long history of working with people who are vulnerable and marginalised. We passionately believe that no one is beyond hope, however great their problems. Anyone can find themselves facing grief and despair. In The Salvation Army we don't judge or condemn. We just help. In the UK and Republic of Ireland there are more than 800 Salvation Army social service centres and community churches (corps).

Salvation Army churches are places of worship where Sunday meetings are held, as well as practical expressions of our Christian faith during the week, when our doors are open to offer programmes and activities for the whole community. These vary by church but could include youth activities, parent-and-toddler groups, drop-in centres, luncheon clubs, advice clinics and lots more. Our members will also offer emergency assistance such as groceries and clothing for individuals and families in need.

Our social services work includes more than 70 Lifehouse support and accommodation centres for men, women and families who are homeless and rough sleeping; day-care centres and care homes for older people; and support for victims of human trafficking. Every working day on average, we reunite 10 people with their families through our Family Tracing Service. The Salvation Army also supports the work of the emergency services by providing refreshments, shelter and befriending at major incidents.

The work of The Salvation Army is funded through donations from its members, the general public and, where appropriate, local authority and government grants. People can get involved with The Salvation Army in all sorts of ways, through volunteering with fundraising initiatives, attending church services and helping with local activities. Worldwide there are more than 1.6 million members. In the UK and Republic of Ireland, The Salvation Army has approximately:

- 50,000 members (adult, junior and adherent members)
- 4,000 employees
- 1,500 Salvation Army officers (full-time ministers)

Guidance Notes for Completing the Application Form

It is our intention to appoint the most suitable candidate for every vacancy in accordance with our Equality Policy. To do this fairly, we need all applicants to provide relevant information about themselves. Please remember that we are not able to consider previous applications or personal knowledge of you. The information you provide in your application form is the only information we will use in deciding whether or not you will be shortlisted for an interview and it will be used as a basis for the interview itself.

Please note that CVs will not be accepted. You must complete the application form in full so that we receive the same type of information from all applicants and so that you directly address the job description.

Supporting Information

The most useful part of the form is the Supporting Information. This should be used to tell us why you think you would be able to do this job. Draw particular attention to experience, skills, achievements and knowledge gained in past employment (including community/voluntary work, work in the home or leisure interests) or other activities relevant to the job. Give examples of the work you have been involved in and write in a positive way e.g. I was responsible for... I organised.... Always remember to specify your own responsibilities rather than those of your section, department or organisation.

Accuracy of information

The information that applicants provide to The Salvation Army, both on application and at interview, must be accurate and complete. If The Salvation Army subsequently discovers that any information provided is inaccurate or incorrect, then The Salvation Army may withdraw an offer of employment, or if the discovery is made subsequent to appointment, take action up to and including dismissal.

Data Protection

Applicants are advised that all or any information contained in or derived from their application may be retained in both manual and computerised format for the purposes of recruitment administration, the production of statistical data related to recruitment or equality issues and, on appointment, personnel, payroll and pensions administration. In the case of unsuccessful applicants, manual information may be retained for a maximum of six months.

Equality in Employment

We recognise that in society certain groups and individuals have suffered and continue to suffer direct and indirect discrimination and victimisation. We are actively committed to oppose any discrimination on the basis of gender, marital status, responsibility for children or dependants, gender reassignment, race, colour, ethnic/national origin, nationality, religion or beliefs, political beliefs, disability, age, sexual orientation, offending background, trade union activities or any other factor which could lead to the experience of discrimination. It is our intention to ensure that recruitment, selection, training, consideration for promotion and general treatment for those who work within our organisation, are available to all without unfair discrimination, and to ensure that no one is disadvantaged in any of these matters by conditions or requirements that cannot be shown to be justifiable.

The Salvation Army will aim to avoid discrimination and indirect discrimination by recruiting the person who is most suited to the role as measured against the person specification. The Salvation Army is committed to positive action for people with disabilities. Where applicants with a disability meet the minimum requirements of the job as set out in the person specification, they will be guaranteed an interview. Applicants applying to work in the area of homelessness who have a personal experience of homelessness will also be guaranteed an interview, where they meet the minimum requirements of the person specification.

Christian Ethos

The Christian identity of The Salvation Army is reflected in the manner in which employees relate to each other in their roles within The Salvation Army. The Christian ethos is also reflected in the way in which employees relate to customers, clients and other service users outside The Salvation Army. As a minimum requirement all employees of The Salvation Army must be able to work within the Christian ethos of The Salvation Army.

In addition to this, there are some posts within The Salvation Army where there is an occupational requirement for the post holder to have a commitment to the Christian faith and on some occasions be soldiers of The Salvation Army. Consideration will be given to ascertain whether there is an occupational requirement for the successful candidate to be a practising Christian or a soldier of The Salvation Army. This requirement would remain essential for the duration of the employee's employment in that post.

Employing people with convictions

The fact that a person has a criminal record is frequently irrelevant to the job for which they are applying. The Salvation Army therefore will seek a Disclosure check only in relation to posts that involve a degree of risk. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant. Unless the nature of the work demands it, you will not be asked to disclose convictions which are 'spent' under the Rehabilitation of Offenders Act 1974 or the Rehabilitation of Offenders (Northern Ireland) Order 1978 (SI 1978/1908 (N127)). Having an 'unspent' conviction will not necessarily bar you from employment. This will depend on the circumstances and background to your offence(s).

Disclosure Checks

The Salvation Army is committed to protecting vulnerable groups. Disclosure checks from the relevant provider (Disclosure and Barring Service, Disclosure Scotland, Access NI) will be undertaken on positions that are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and in Police Act regulations or those positions which meet the definition of a regulated activity.

The Salvation Army will not discriminate unfairly on the basis of conviction(s) and will use the Disclosure check to assess an applicant's suitability. Whilst The Salvation Army is not able to employ a barred person in a regulated activity; having a criminal record will not necessarily prevent employment with The Salvation Army. Failure to reveal that you are a barred person applying to work in a regulated activity or provide relevant criminal records information that is directly relevant to the position sought, could lead to withdrawal of a conditional offer of employment or of voluntary work.

Where an existing or newly recruited employee does not have a relevant Disclosure check that is less than 3 years old, The Salvation Army will pay for a new check. Employees using the DBS scheme in England and Wales are then responsible for registering their certification with the update service within 19 days from the date on the Disclosure certificate and for paying the annual fee. Where the employee chooses not to register and pay the annual fee, they will be liable to pay for any new Disclosure check required when there is a change in the area of work or at three yearly intervals.

Asylum and Immigration (Right to work in the UK Documents)

The Salvation Army requires evidence of every applicant's right to work in the UK to ensure that your application is suitable for consideration. It is the policy of The Salvation Army therefore to ask all candidates attending an interview to bring with them evidence of their right to work in the UK. Candidates must present either one original document from List A, or List B to the interview panel.

Lists A & B of acceptable documents for right to work checks

List A

Acceptable documents to establish a continuous statutory excuse:

1. A passport showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.
2. A passport or national identity card showing the holder, or a person named in the passport as the child of the holder, is a national of a European Economic Area country or Switzerland.
3. A Registration Certificate or Document Certifying Permanent Residence issued by the Home Office to a national of a European Economic Area country or Switzerland.
4. A Permanent Residence Card issued by the Home Office to the family member of a national of a European Economic Area country or Switzerland. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.
5. A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
6. A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
7. A full birth or adoption certificate issued in the UK which includes the name(s) of at least one of the holder's parents or adoptive parents, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
8. A birth or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
9. A certificate of registration or naturalisation as a British citizen, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

List B

Group 1 - Documents where a time-limited statutory excuse lasts until the expiry date of leave

1. A current passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
2. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question.
3. A current Residence Card (including an Accession Residence Card or a Derivative Residence Card) issued by the Home Office to a non-European Economic Area national who is a family member of a national of a European Economic Area country or Switzerland or who has a derivative right of residence.
4. A current Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person

may stay in the UK, and is allowed to do the type of work in question, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

Group 2 - Documents where a time-limited statutory excuse lasts for 6 months

1. A Certificate of Application issued by the Home Office under regulation 17(3) or 18A (2) of the Immigration (European Economic Area) Regulations 2006, to a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is less than 6 months old together with a Positive Verification Notice from the Home Office Employer Checking Service.
2. An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, together with a Positive Verification Notice from the Home Office Employer Checking Service.
3. A Positive Verification Notice issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question.

Terms and Conditions of Employment

Salary

The salary for this post is £8,205.54 per annum. Permanent position.

Pension provisions for employees

The Salvation Army currently provides a Defined Contribution Scheme for Employees and Relief workers.

There is also a Workplace Pension Scheme required by the UK Government. This applies to workers who:

- earn over the earnings threshold (2016/17 - £10,000 per year)
- are aged 22 or over; and
- are under State Pension Age

These workers will be enrolled into the scheme on the first day of the month, three months after the first day of their employment. Workers can choose to opt in to the Scheme before this date by completing an opt in form. Additionally, if a worker does not meet the above criteria they can also opt in to the Scheme at any time.

Documents, forms and information regarding the Defined Contribution Scheme can be obtained via the Friends Life microsite <http://www.friendslife.co.uk/microsite/salvationarmy>. Further information can be obtained by contacting the Pensions Unit on 020 7367 4570 or electronically at EmployeesDCS@salvationarmy.org.uk

Working hours

Contracted hours for this post is 20 hours per week.

Annual leave entitlement

Annual leave entitlement is 25 days plus bank holidays (or prorates as applicable). The leave year runs from April to March.

Travel Loan

Following confirmation of the cost of the ticket, The Salvation Army will provide employees, on completion of their probation, with an interest-free loan to purchase a season ticket for travel to and from work. Loans are available for the actual cost of the ticket to a maximum of £8,000.

Childcare Vouchers

The Salvation Army's Childcare Voucher Scheme is open to any employee who is the legal

guardian of children up to the age of 16 and who is in some form of registered childcare provision. The scheme enables you to take a proportion of your salary in the form of Tax and NI-free vouchers that can be used to pay for childcare provision.

Flexible working

The Salvation Army offers employees with 26 weeks service the opportunity to apply for flexible working. The Salvation Army has a range of benefits on offer to provide carers and parents the opportunity to balance their work and personal responsibilities. This includes policies on Maternity Leave, Adoption Leave, Paternity/Partners Leave and Parental Leave.

Probationary Period

It is the policy of The Salvation Army to offer the successful candidate a probation period of three months, in the first instance, during which one week's notice in writing may be given on each side. Upon successful completion of the probation period, confirmation of employment will be given.

Employee Assistance Programme

The Salvation Army has a confidential Employee Assistance Programme (EAP) available to employees and their immediate family who live with them. Health Assured's EAP is a confidential life management and personal support service which can help employees deal with the challenges faced in life. A range of support is available, including telephone counselling and on-line Cognitive Behavioural Therapy. The EAP service can be contacted 24 hours a day on 0800 0305182.

Simply Health

The Salvation Army operates a group policy with Simply Health. This plan is open to all staff and, although the cost is met by you via your salary, you can gain the benefit of attractive terms and lower costs by being part of a group arrangement.

The policy is designed to help with the costs of the following types of treatment: dental, optical, physiotherapy, osteopathy, chiropody, acupuncture, homeopathy, maternity/paternity, allergy testing, health screening and hospitalisation (in-patient, day-care, parental stay). The amount of cover provided depends on the amount of money paid.