



It's the people

that make a home

## Our Colleague Value Proposition

Together we grow, support each other, and make a difference in each other's lives and the lives of our residents.

At PA, we're a community of colleagues united by the goal of providing warm, safe, and affordable homes and other related services to those who need them. We're all about delivering better outcomes for our residents and

each other. Simply put, we're not about property but about people.

Working as one, united team, we're building a supportive and inclusive organisation where everyone can be their unique self, contribute their best, and grow in a way that is meaningful to them. In our organisation, we want you to feel you can make a real impact on

the services we provide, the communities we serve, and your fellow PA Housing colleagues.

We invest in your development, recognise your contributions, and offer the flexibility and wellbeing support you need to thrive.

We are more than just a job; we're about making a real difference.





## Recognition

We believe great work should never go unnoticed. That's why we offer competitive pay, progression opportunities, and regular recognition for the effort and value you bring.

- Competitive salary with annual reviews
- Regular salary benchmarking
- We're a member of the Living Wage Foundation which campaigns for fairer standards of living
- Performance Recognition programmes
- A welcome pack – including a pair of PA-branded Stand4 Socks ([www.stand4socks.com](http://www.stand4socks.com))
- Promotion opportunities







## Impact

Whether it's through the work you do, the projects you're part of, or the people you support, your contribution will have a real impact on our organisation, our residents, our communities, and beyond. We appreciate it and offer a wide range of benefits to recognise your contribution.

- Enhanced holidays and parental leave
- High-Street discounts
- Enhanced pension with up to 10% contribution from us
- Health cash plan
- Annual flu vaccination
- Car leasing scheme
- Eye test vouchers
- Opportunities to volunteer
- Death in service benefit
- Long service awards
- Bike 2 Work
- Season ticket loans
- Financial hardship loans
- Charity match funding







## Balance

We know life doesn't stop when work starts. That's why we offer flexibility, wellbeing initiatives, and a supportive environment to help you balance work with what matters most to you.

- Hybrid and flexible working hours
- Opportunity to buy holidays
- Flexible bank holidays
- Compressed hours - 9 working days in a fortnight
- Wellbeing advice and initiatives
- Mental Health First Aiders and check-ins
- Employee Assistance Programme
- Career breaks





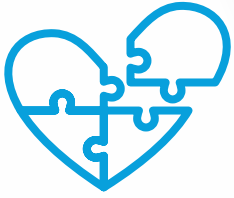


## Growth

We're committed to your development. From training and mentoring to new opportunities and clear career pathways, we'll support you in building skills and achieving your goals.

- Opportunities for promotion advertised internally
- Succession planning to identify talent
- Development in role with internal or external training opportunities
- Professional subscriptions support
- Job shadowing opportunities
- Talent development framework
- Individual development plans
- Recognition of rising stars
- Disability confident employer
- Apprenticeship opportunities





## Belonging

Our culture is open, supportive, and inclusive. We celebrate individuality and encourage every voice to be heard, so you can bring your authentic self to work and feel part of a team that values you.

- Sense of belonging and community
- Clear and inclusive company values
- Regular updates on organisational performance
- Social responsibility
- Everybody is unique
- EEDI advocate group
- Culture initiatives empowering colleagues to make a difference
- Coming together events
- Colleague briefings
- Have your say via colleague surveys

