



EMPLOYMENT INFORMATION

Post	BeFriend Worker
Employer	Berwickshire Housing Association Ltd (BHA)
Location	The role is based at our Head Office in Duns in the Scottish Borders however we have an Agile Working Policy in place which allows flexible working from home or office, where job role and service delivery allows.
Salary	£14,039 (FTE £25,198). (Plus 3% pay award pending from April 1 st 2025)
Hours of Work	19.5 hours per week
Holidays	25 days per annum. Leave year is from 1 April to 31 March. In addition, there are 12 public/local holidays per annum. (All leave is pro-rated for part time employees).
Sick Pay	During 1st year of service – Up to 1 month's full pay and (after completing 4 months' service) up to 2 months' half pay During 2nd year of service – Up to 2 months' full pay and up to 2 months' half pay During 3rd year of service - Up to 4 months' full pay and up to 4 months' half pay During 4th and 5th years of service – Up to 5 months' full pay and up to 5 months' half service pay After 5 years' service – Up to 6 months' full pay and up to 6 months' half pay
Car User Allowance	This post is not eligible for essential car user allowance.

**Working Terms**

The post holder is required to abide by the terms and conditions of the post in particular with respect of Risk Management, Equal Opportunities and Health and Safety practice. These are detailed in the Terms and Conditions of Employment and the staff handbook.

At all times the employee will be expected to promote the work of the company and Association in line with the aims, objectives and values of the group organisation.

Smoking at Work

Your place of work is designated non-smoking.

Period of Notice

1 month

Qualifications

A copy of qualification certificates must be given to the People & Culture Lead on receipt of a job offer.

Pension Scheme

Auto Enrolment/A Pension Scheme operated by the Pensions Trust with an employer contribution up to a maximum of 9%.

Other Benefits

- Professional membership fees will be paid annually by the employer if applicable.
- The Association encourage the Personal Development of employees through training.
- Perkbox.
- Westfield Health Care Plan.
- Westfield Rewards.
- Agile working.
- Corporate volunteering opportunities.