

We are The Wallich



Welcome to our community



Our pledge to you: Employee benefits

At The Wallich, We are a Community

Through our job descriptions and internal initiatives, there are expectations of you – but that goes two ways.

Here's what you can expect to get from
The Wallich





The basics

More than the minimum annual leave

We offer a base 25 plus Bank Holidays days of leave.

Pension scheme

Company scheme offered through Scottish Widows. The Wallich contributes towards this pension scheme with you.

Comprehensive training package

You bring the passion; we bring the training. From professional boundaries to fire marshalling, to trauma informed working, to housing law, The Wallich offers a suite of courses to help you do your job and develop your career progression for the future.

Other paid leave

Contractual sick pay

Period in employment when absent	Full pay <i>(which includes Statutory Sick Pay (SSP where appropriate))</i>	Half pay <i>(which includes Statutory Sick Pay (SSP where appropriate))</i>
0 – 6 months	0 weeks	0 weeks
6 – 12 months (subject to successful probation)	4 weeks	4 weeks
Year 2	8 weeks	8 weeks
Year 3	12 weeks	12 weeks
Year 4	14 weeks	12 weeks
Year 5+	20 weeks	6 weeks

Health and wellbeing at The Wallich

Employee Assistance Programme

From day one of your employment, our LifeWorks app and online portal helps you balance your health through a helpline and online chat function – This is also open to your family to use.

There are free counselling sessions available, online courses – such as Mindfulness – and videos for a wide range of health and wellbeing areas.

Healthcare benefit plan (Pay Care)

Access to an entry-level healthcare plan which allows employees to claim costs up to a yearly limit on healthcare costs such as optical or dental.

Facilitation of free flu jab

Sanitary products

Free tea and coffee



Financial wellbeing

Access to discounts

Offers to discounts from your favorite retailers such as EE, Samsung, Co-op, adidas etc.*

Partnership with the Credit Union

Provides services across Wales to employees in terms of a savings scheme and also providing loans for employees.

* Discounts and offers change on a regular basis.

Wallich extras



Long service awards

- 3 years' service with The Wallich:
3 extra days annual leave entitlement
- 5 years' service with The Wallich:
2 extra days annual leave entitlement
- 10 years' service with The Wallich:
£500 gift voucher
- 20 years' service with The Wallich:
£1,000 gift voucher

Cycle to Work Scheme

Once you have successfully passed your probationary period, help lower our planet's carbon footprint and encourage healthier lifestyles. Get a bicycle that suits your needs.

Birth Month Day

Get a bonus day off to celebrate you. We're giving you an additional day of annual leave to take in the month you were born.

Contribution to your Christmas party

In the festive period, every member of staff is offered a voucher towards a team meal (We also give our service users a gift).

Refer a Friend or Family Scheme

We offer our staff members incentive to help grow The Wallich community. If you help us successfully employ and keep a permanent member of staff, you'll get a £500 voucher.

Mileage in your car or on your bike

With services across Wales, we pay the HMRC rate for travel in your car – and on your bike!





As times change, so will our employee benefits

We're constantly reviewing our offer, so we may replace or withdraw benefits, or amend the terms of such benefits, at any time – but with reasonable notice to you.

We hope you find our staff benefits will enhance your time with us at The Wallich and we look forward to welcoming you as part of our community.



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