

Employee Benefits

Inclusion

We value inclusion within our organisation and beyond. We run a number of employee engagement networks to support colleagues and create opportunities to feed into both workforce and borough strategies.

Travel Schemes

To make commuting convenient and affordable we have a range of travel options payable through salary sacrifice deductions:

- Cycle to Work scheme
- Discounted annual season tickets for the public transport network
- Car lease scheme, offering a wide range of vehicles, including hybrid and fully electric cars!

Generous annual leave allowance

Up to 30 days annual leave dependent on grade and length of service, plus bank holidays with the option to purchase additional annual leave.

Employee Wellbeing

Your wellbeing is at the heart of our priorities. You will be encouraged and supported to focus on your personal wellbeing and that of others. This includes your mental wellbeing, physical and financial. We work together with partners to bring you initiatives to support and ensure that we have a healthy resilient workforce.

Training and Development

We have a suite of learning and development opportunities available - from important data protection training to 'all level' apprenticeships. We will support you to develop your personal, technical and organisational skills through a variety of learning methods, tailored to your individual needs.

Home/work life balance

We aim to be as flexible as the job role allows and believe work is what we do, not where we are. Many jobs include part time working, flexi-time and homeworking.

Volunteering

We understand the value of volunteering and how this benefits our communities. We will support you if you choose to Volunteer by allowing up to 4 hours per month (pro rata) to carry out any duties associated with this.



Employee Discounts, benefits and well-being

A huge range of discounts on everyday purchases as well as health and well-being benefits are available to our colleagues via an easy to use portal. These include:

- Gym memberships
- Cafes, restaurants and retail shops nationally
- Events, days out, cinema tickets and travel discounts
- Home and electronics scheme - giving you access to leading consumer goods through a salary sacrifice arrangement.

Pension Schemes

Enrolment into the Local Government Pension Scheme which is a defined benefits pension scheme and is a valuable part of your pay and rewards package. You also have the option to give your pension a boost with 'additional voluntary contributions' (AVCs) by enrolling into a salary sacrifice shared cost AVC scheme with Prudential.