

Your Staff Benefits

This leaflet sets out the various benefits available at the council

At Gloucestershire County Council, we pride ourselves in empowering you to be the best you can be.

We value and respect our workforce, the important work you do and the difference you make to our diverse communities and customers. Our approach to work which is founded on GCC values has contributed to our inclusive and vibrant culture.

It is important that we continually review our benefits package to remain competitive and continue to be seen as an attractive employer. We have a wide range of staff benefits in recognition of the contribution and effort made here at the council.



Development

We help make productive lifelong careers, we do this by developing and growing our own talent. Where possible, we will encourage and support your continuous professional development and provide you with opportunities to help maximise your potential. It is your expertise and innovation which allows us to provide our service users with the best service which distinguishes GCC within the community.

You can look forward to:

- Our corporate training package
 - Secondments
 - Funding for professional qualifications
 - Apprenticeships (Level 2 - 7)
 - Annual performance development review
 - Career development
 - Coaching and mentoring.
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Leave and Family Friendly Working

We pride ourselves on being a family friendly employer and aim to offer a variety of benefits to help support you and your family. Our family friendly provisions include enhanced maternity leave, paid paternity leave, and shared parental leave with other statutory routes of leave available for emergencies. We have policies covering adoption, surrogacy and fostering. Also, we offer paid parental bereavement leave and compassionate leave.

We encourage our employees to help our community because it is a great way to make a difference, have some fun and learn new skills. You are able to take up to a maximum equivalent of 3 days per year (pro-rata for part-time employees) as paid time to volunteer.

You can also expect:

- 25.5 days annual leave rising to 30.5 days after 5 years continuous service
- 30 days annual leave entitlement for those in our reward bands
- An additional 8 days off for public holidays
- The option to request purchase of up to 10 days additional leave per year (pro-rata for part-time staff).

Pay

At Gloucestershire County Council, you can expect a clear and transparent pay structure with annual incremental progression within your grade (depending on performance). You may receive a further increase in pay because of the yearly review of the national pay award (as agreed by unions). We are committed to offering a fair and non-discriminatory pay structure and this is ensured through utilising our established job evaluation system.

Financial Support and Travel

As a member of staff, you will have access to a wide range of special offers and initiatives to help you save money and make your money go further. This includes free parking across some of our sites, Childcare vouchers via Edenred and access to financial advice through our EAP.

You will also have access to:

- **Vivup** - Our staff discounts partner. Once registered, you will have access to a huge range of discounts across the UK's major retailers including supermarkets, technology, fashion, travel and much more!
- **Cycle to Work Scheme** - A government initiative that allows you to have use of a brand-new bike and safety equipment, all tax-free!
- **Green Car Salary Sacrifice Scheme** - We have joined up with Zenith, the UK's largest independent leasing and fleet management business, to offer you the opportunity to lease a brand new ultra-low emission electric vehicle through salary sacrifice.
- **Pool Bike Scheme/Car Hire** - We provide pool bikes and pool cars for use when travelling for council business and to avoid wear and tear on your own personal vehicles.

Flexible Working

We offer a wide range of flexible working options to help you gain greater control over your work-life balance. Examples include job sharing, part-time working, working from home, working compressed hours and flexible start/finish times. Also, when working extra hours, there may be the opportunity to have this be recognised as flexi-time.

GCC promote agile working, describing this as where, when and how our staff work to best meet our business needs and promote a healthier work-life balance. Our staff have said that this has increased their productivity, enabled them to balance personal commitments and reduced their commuting.

Did you know?

We recognise long service and offer a monetary reward when you complete 25 years' service with the council!

The Local Government Pension Scheme (LGPS)

The LGPS is one of the largest pension schemes in the UK. It is a defined benefit scheme which means your pension is based on your salary and how long you pay into the scheme. Therefore the amount of your pension is not affected by how well investments perform. As a scheme member you will pay contributions to the LGPS. How much you pay depends on how much you earn. The scheme employers collectively pay the balance of the cost of scheme membership, which for GCC is presently set at 20.7% (subject to periodic reassessment).

LGPS members enjoy a number of benefits, including:

- **A secure pension** - That keeps pace with the cost-of-living
- **Tax relief on your contributions** - You can receive tax relief on the contributions that you pay. You also have the option to exchange part of your pension for tax-free cash when you take it
- **Flexibility to pay more or less in** - It is designed to enable you to stay in the LGPS when times are financially tough
- **Peace of mind** - Your family enjoys financial security, with immediate life cover and a pension for your husband, wife, civil partner or nominated cohabiting partner and eligible children in the event of your death and, if you ever become seriously ill. You could receive ill health benefits (subject to conditions)
- **Early retirement** - You can choose to retire from age 55 and receive your benefits immediately (subject to conditions)
- **Flexible retirement** - If you can reduce your hours or move to a less senior position at or after age 55 you can apply to draw the benefits you have built up, helping you ease into retirement (subject to conditions).



Health, Wellbeing and Support

Your health and wellbeing are very important to us. Try our Employee Assistance Programme provider Health Assured which offers 24/7 access to free, impartial, and confidential support and advice on many life issues and problems that we may face including:

- Stress and anxiety
- Relationships
- Financial wellbeing
- Childcare support.

You will have access to many webinars and online resources including online cognitive behavioural therapy courses. They are free and available at any time.

In addition to this, we also offer:

- Free annual flu jabs
- An in-house occupational health service
- Subsidised eye tests and glasses for Visual Display Unit (VDU) work.

Employee Networks

You can influence decisions made at GCC by joining a support network such as the Young Employee Network (YEN), Black Workers Network (BWN), Disability Network (D-net), Carers Network, Prism Network (LGBT+) and Digital Smarties Network. Why not choose a group that suits you?



Communications

You will be kept in the loop with the latest news and updates to ensure you know what is occurring within the council. We also value your thoughts and feedback, to enable us to improve our processes and your experience at GCC.



- Talksmart - our weekly online newsletter
- Senior leadership team messages and Q&As
- Regular employee voice group meetings
- Staffnet - staff intranet
- Team meetings
- Regular 1 to 1s
- Staff surveys
- Joint Steering Group meetings (senior council members and trade unions).



If you would like further information, please view our Employee Benefits page in the HR and Employee Handbook via Staffnet.

Your Staff Benefits



Gloucestershire
COUNTY COUNCIL