



# Total Rewards



this is Redcar & Cleveland

# We want Redcar and Cleveland to be an even better place for everyone to live, work or visit

Working for Redcar & Cleveland Borough Council means you will be contributing to the life of local people in a geographically diverse borough.

We want you to be proud working for the Council, where our hard-working colleagues put the residents of the borough at the heart of everything they do.

To acknowledge your commitment and contribution, we have a wide range of benefits and rewards available for you to enjoy.

## Total Rewards at Redcar & Cleveland Borough Council

- Competitive pay with incremental progression
- Employee benefits and discounts
- Employee health and wellbeing (e.g., access to occupational health, physiotherapy and employee assistance programme/staff support network)
- Professional growth opportunities that promote and sustain continuous learning and development



# Rewarding you at work

Rewarding you at work, Redcar and Cleveland offers market-competitive pay with annual incremental progression. Pay levels are set using recognised job evaluation schemes, providing fairness and transparency in pay decisions. We offer unsocial hours payments for staff working nights and on call. We have various ways of rewarding exceptional performance.

## Competitive pay

We offer competitive rates of pay with incremental salary progression.

## Generous annual leave

Enjoy a holiday entitlement starting at 28 days rising to 33 days per year (pro-rata for part-time employees) plus public bank holidays. Employees can also purchase up to 15 days extra leave can be purchased (pro-rata for part-time employees).

## Occupational sickness benefits

Under our terms and conditions of employment we offer an occupational sick pay scheme. Once an employee has completed five years continuous service they are entitled to six months full and six-months half pay under the occupational sick pay scheme.



## Occupational maternity and adoption benefits

Subject to the necessary qualifying criteria employees are entitled to:

- First six weeks leave paid at 9/10s of a week's pay.
- Payment for weeks 7 to 18 at ½ pay plus Statutory Maternity Pay (SMP).
- Weeks 19 to 39 at SMP rate only

## Mileage allowances

Employees are reimbursed 45p per mile for all business mileage.

## Corporate rail travel card

Employees can purchase an Annual Rail Travel Card which is paid by 12 instalments taken from their salary.

## Free car parking

Employees are able to park free of charge at all of our administrative offices and depots.

## Additional payments (where applicable) including:

- Additional hours
- Night workers allowance
- Sleep-in payment



## Honorarium (Acting up)

Employees who are temporarily covering a higher graded post are entitled to receive an honorarium, subject to approval.

## Hybrid/flexible working

We have implemented a New Ways of Working Policy. This allows more flexibility for teams to work more efficiently and helps the Council to address the climate emergency and reducing our carbon footprint. Employees can also formally request flexible working arrangements through the Flexible Working Policy.

## Flexible working hours

The flexible working hours scheme aims to help employees balances their work/life commitments.

## Access to the employee Facebook portal

All employees have access to our employee Facebook portal to access the latest information on:

- Internal job vacancies
- Employee wellbeing events
- Seasonal competitions



## In-work wellbeing events

Having been awarded the Ambassador Status through the North East Region, Better Health and Work Awards we are committed to promoting health and wellbeing in the workplace through a full programme of health and wellbeing events.

## Health and wellbeing services

Employees have access to occupational health and physiotherapy services.



## Employee Assistance Programme

All employees have access to our Employee Assistance Programme which provides a free 24/7/365 telephone helpline, counselling and online Cognitive Behaviour Therapy (CBT) workbooks.

## Staff Support Network

All employees can self-refer to our staff support network counselling service, free of charge.

## Healthcare cash plan

The Good All Round cash plan helps cover every day care expenses such as new glasses, visits to the dentist and prescription charges.



# Learning and development

At Redcar & Cleveland Borough Council we believe that you are our most valuable resource and so we offer you the choice to benefit from a range of personal, professional and career development activities.

Our Corporate Training Programme gives all employees access to a range of modules and qualifications which will help to support their professional and personal development as they need it.

The Council's Apprenticeship Programme is an integral part of our approach to addressing current and future skills needs. The Council is now offering employees the opportunity to undertake higher level apprenticeships up to Level 7.



## There are several elements to the Corporate Training programme:

- E-learning modules via the Talent Management system, offering a blended approach to support employee learning and development.
- Corporate Induction is for every new employee joining the Council.
- Leadership and Management Development courses and qualifications for current and aspiring managers. Supporting them with best practice in managing and developing their employees and teams.
- Wellbeing courses to support individuals in identifying actions they can take to strengthen their resilience and wellbeing.
- Occupational Health and Safety Training Programme provides a range of role-specific modules to help ensure employees recognise hazards in the workplace; and take steps to reduce risks to an acceptable level and promote health and safety best practice.
- General training providing a range of options to support employees in their day-to-day role.





# Employee benefits and discounts

The Viv-Up Employee Benefits and Discounts platform gives employees access to many money saving offers and discounts at local and national retailers, including supermarkets. Savings are available on, entertainment, gifts, home and garden, sports, beauty and health, travel and more. The platform also hosts all of our salary sacrifice/payroll pay benefits\* which include:

## Salary sacrifice:

### Green car lease scheme

Drive a brand-new low emissions car in return for monthly salary deductions, insurance, servicing, and road tax is covered.

### Cycle to Work scheme

Order a brand-new bicycle and equipment up to the value of £2,500.

## Payroll pay scheme:

### Home and electronic

Spread the cost of the latest technology and domestic appliances via monthly salary deduction.

### Bike shop scheme

Bikes for the whole family, components, and accessories.

### Gym membership scheme

Get healthy and spread the cost at a choice of over 3,000 gyms.

\* Subject to eligibility criteria



# Rewarding you in the future

Redcar & Cleveland Borough Council employees are automatically enrolled on the Local Government Pension Scheme (LGPS), one of the few remaining defined benefits pension schemes in the UK.

## Access to the Local Government Pension Scheme

- Redcar & Cleveland Borough Council's employers' contribution are greater than most of the employee rates
- You get tax relief on all contributions
- You can take a tax-free lump sum payment on retirement
- Each year you will build up a pension based on your pay and the inflation increased will be added to ensure that your pension keeps up
- Protection should you have to retire early due to ill health
- Life cover of 3 times your assumed pensionable pay
- Dependant benefits payable if your die so your pension doesn't die with you
- There are no hidden management fees or hidden costs you simply pay a percentage of your salary





## Shared salary sacrifice AVC scheme

Additional Voluntary Contributions (AVCs) are a tax-efficient way to save for retirement. They provide an opportunity to supplement your Local Government Pension Scheme (LGPS) and build up an additional retirement fund. AVC Wise facilitates our salary sacrifice Shared Cost AVC scheme. The main advantage of joining AVC Wise is that you can save money on both Income Tax and National Insurance Contributions, which makes it more beneficial for you when compared to paying AVCs in the standard way.



