

Rewards and benefits

We want to be sure that every member of staff feels valued and rewarded for their individual contribution. As an employee of Durham County Council you will have access to a variety of rewards and benefits.

Our benefits package is comprehensive and includes flexible working arrangements to support the wellbeing of our people.

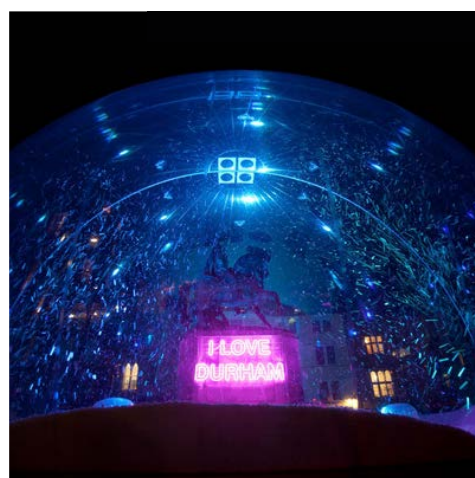
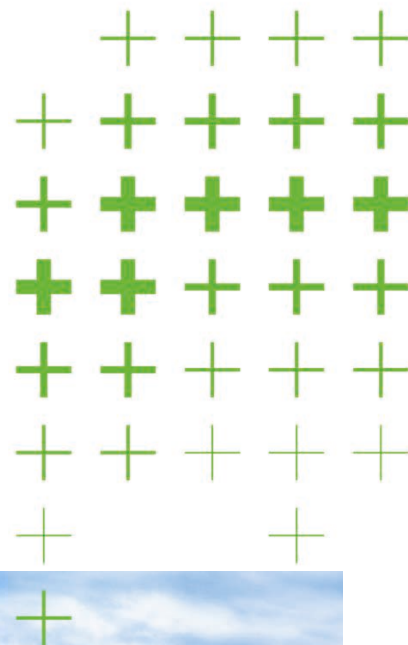
The package

- 26 days holidays per year increasing to 31 after five years continuous local government service
- Option to purchase up to 10 additional days annual leave per year through our salary sacrifice scheme
- Bank holidays
- Flexible working hours (core hours, minimum working day, credit / debit arrangements, up to 13 additional flexi days per year)
- Contributory career average salary pension scheme
- Discounted gym membership
- Employee Assist Scheme
- Hybrid working
- Trade Union membership

Health and wellbeing

Wellbeing is defined as feeling good and functioning well physically, mentally, and socially.

We all experience a sense of wellbeing differently and as an employer, we want to support every member of staff to feel and function at their best.



Rewards and benefits

Health and wellbeing (continued)

Our package of initiatives and opportunities includes:

- Employee Assistance Programme
- Eye tests for VDU users
- Mental Health First Aiders
- Occupational Health Services
- Wellbeing Portal with information, advice and support on a wide range of health topics

Inclusion and diversity

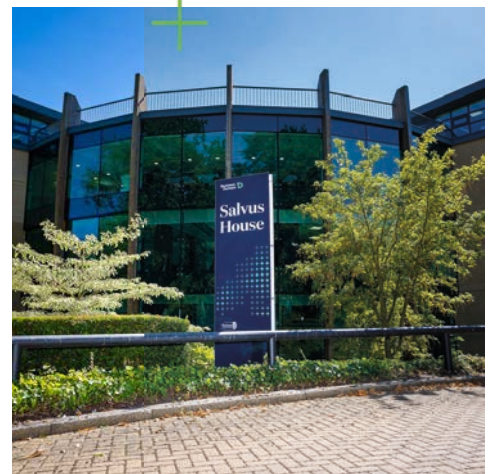
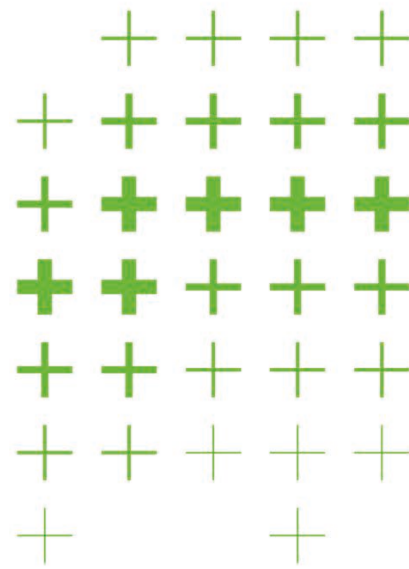
We have established several groups to enable our employees and their allies to meet, share ideas and raise awareness. These include:

- Disability and allies' staff network
- LGBT+ and allies' staff network
- Working carers peer support group
- Black and minority ethnic workers staff network

Learning and development

An excellent and broad range of learning and development opportunities are available to all staff to ensure your personal and professional development is supported. You can expect:

- access to e-learning
- access to professional qualifications
- an annual performance appraisal
- coaching and mentoring
- comprehensive induction



Rewards and benefits

Holiday

We have a generous annual leave entitlement starting at 26 days per year, this increases to 31 days per year after 5 years of continuous government service, this is in addition to bank holidays.

There is also the option to purchase up to 10 additional days leave per year through our salary sacrifice scheme.

Flexible working

As a family-friendly employer, we can see how flexible working helps our staff with their work-life balance.

Many of our roles offer flexible working between the hours of 7.30 am and 7.00 pm.

This flexibility can give more freedom to arrange your working day to best meet our customer's needs, it also enables you to accrue up to 13 days flexi leave per year.

All our full-time vacancies are open to job share unless stated, we also offer a range of part-time and other flexible working options including:

- flexible retirement
- home working
- job sharing
- part-time working



Rewards and benefits

Smarter / hybrid working

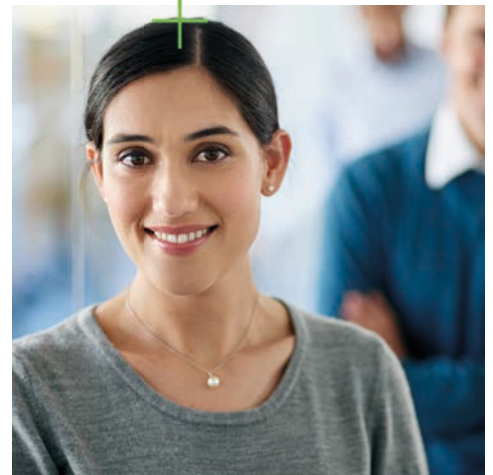
We encourage our colleagues to carry out their activities in the smartest and most efficient way possible. Each team member has a base to work from, some roles will require a constant presence in one location, others are able to vary their week combining remote and office working. Equipment is provided to enable this approach.

Providing the opportunities for our team members to maintain a healthy work-life balance is important to us as an employer and we are committed to ensuring all our colleagues are able to balance work and life commitments.

Salaries

Our salaries are competitive and based upon the nature and level of the role you undertake. Our pay scales are incremental so you can expect to receive an annual increase until you reach the top of your pay scale.

Local Government Pension Scheme (LGPS)
Staff are entitled to join the LGPS, further information can be found on the County Council's 'Thinking of Joining' page on the Local Government Pension Scheme (LGPS) website.





Rewards and benefits

Additional benefits

- Car salary sacrifice scheme
- Cycle-to-work scheme
- Discounted gym membership
- Retail discounts
- Travel loan scheme

Accreditations

Better Health at Work - Continuing Excellence