

HARTLEPOOL BOROUGH COUNCIL STAFF BENEFITS

At Hartlepool Borough Council we feel it is vital that our employees are well rewarded. When you work with us, you will have access to a wide range of employee benefits specifically designed to attract, motivate and retain the very best people.

YOUR FINANCIAL WELLBEING



Competitive pay rates with incremental progression

Access to a Career Average Pension Scheme with employer contributions and life assurance benefits

Access to a staff lottery (with a minimum of 20% supporting local charities)

Professional membership reimbursement for our Health and Care Professions Council, Nursing & Midwifery Council and Social Work England workforce

Viv-Up Portal hosting a wide range of employee benefits including discounts and savings on everyday purchases including home and electronics and discounts offered by Kaarp

Additional Voluntary Contribution Salary Sacrifice Scheme

FAMILY FRIENDLY



Family friendly schemes such as Emergency Dependents Leave, Bereavement Leave, Adoption, Maternity, Paternity and Parental Leave.

PERSONAL WELLBEING



Occupational Health Services

Signposting to Wellbeing Support Services

Access to free eye tests for DSE users

Safe working environments

Healthcare Cash Plan

Employee Assistance Programme – including access to a 24/7 helpline and counselling services

TAKING TIME OFF



A generous annual leave entitlement which increases after 5 years of continuous service

The option to purchase additional annual leave

Occupational maternity, paternity and sick pay entitlements

CAREER DEVELOPMENT



Access to development schemes (where applicable)

Access to professional and personal development opportunities including qualification based training

Career development opportunities

Apprenticeship opportunities

Support with statutory professional membership fees

REWARD & RECOGNITION



Celebrating achievement awards and long service awards

GETTING AROUND



Salary sacrifice car leasing and car loan provision

Subsidised car parking (subject to availability)

WORK-LIFE BALANCE



An excellent flexi time scheme offering up to 13 flexi days per year (subject to eligibility)

Time off in lieu arrangements (subject to eligibility)

Flexible and phased retirement options

Flexible working policy and opportunities for hybrid working

DIVERSITY & INCLUSION



Disability Confident Employer

Opportunity to belong to a recognised Trade Union

Favourable paid leave arrangements for reservists

Staff focus groups

Staff engagement surveys

BEING ACTIVE



Cycle to work scheme offering you savings on bikes and safety equipment

Wellbeing activities and initiatives



For enquiries, please contact HR@hartlepool.gov.uk



HARTLEPOOL
BOROUGH COUNCIL