

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
- Free will writing service

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 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



- Long service awards
- Celebration of long service event

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
- Exclusive staff discount to access our gyms & swimming facilities



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



HARTLEPOOL
BOROUGH COUNCIL