

Benefits & Rewards

Photo credit: Competition winner, Brian Atkinson

this is Redcar and Cleveland

Introduction

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 are contributing to the life of local people in a geographically diverse borough, which covers nearly 25,000 hectares making Redcar & Cleveland the largest borough within the Tees Valley.

Anyone already living in Redcar and Cleveland knows it has a wealth of natural beauty from coastline to countryside and an affordable quality of life which is the envy of the rest of the country.

At the core of Redcar & Cleveland Borough Council's culture is the value we place on our workforce and we would love to meet individuals who have a desire to help all our residents to live happier, healthier, and more independent lives in communities that thrive.

To acknowledge your commitment and contribution we have a wide range of benefits and rewards for you to choose from. You can read all about these in this booklet.

If you have any questions accessing any of our rewards and benefits just get in touch with our recruitment team.



Rewarding you at work

Redcar & Cleveland Borough Council 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 unsociable hours payments for staff working nights and on-call, and 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 29 days rising to 34 days per year with continuous service, in addition to eight public holidays.

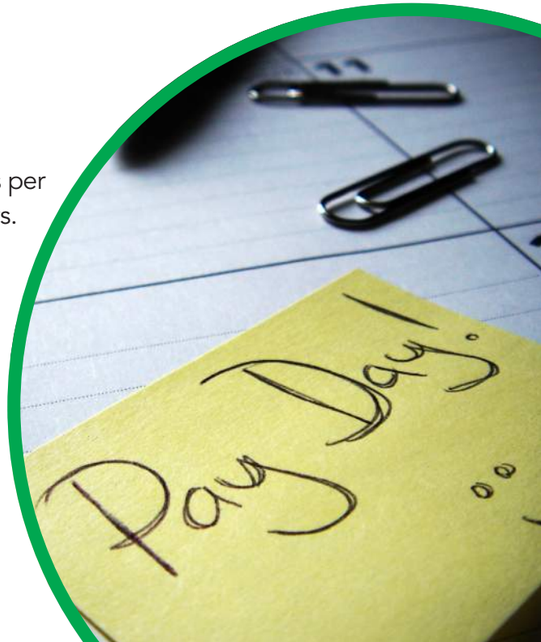
Occupational sickness benefits

The NJC Terms and Conditions offer an occupational sick pay scheme. Once an employee has completed 5 years continuous service, they are entitled to 6 months full and 6-months half pay under the occupational sick pay scheme.

Holiday purchase scheme

Up to 20 days extra leave can be purchased though our Holiday Purchase Scheme (pro rata for part-time employees).[1]

[1] Pro- rata for part-time employees (plus public bank holidays).



Occupational maternity and adoption benefits

Subject to the necessary qualifying criteria employees are entitled to:

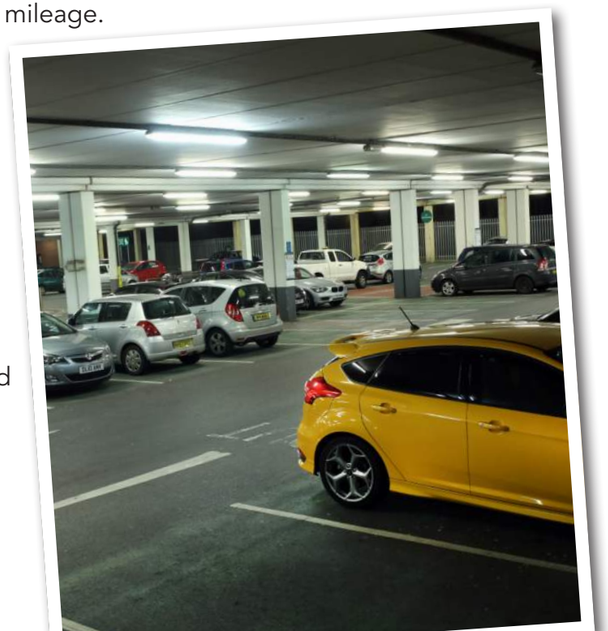
- First six weeks leave paid at 9/10s of a week's pay.
- Payment for weeks 7 to 18 at ½ pay plus Statutory Maternity Pay (SMP).
- Weeks 19 to 39 at SMP rate only

Car mileage allowances

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

Discounted staff car parking

Employees can park at a discounted rate at all of our administrative offices and depots.



Additional payment

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

Honorarium (Acting up)

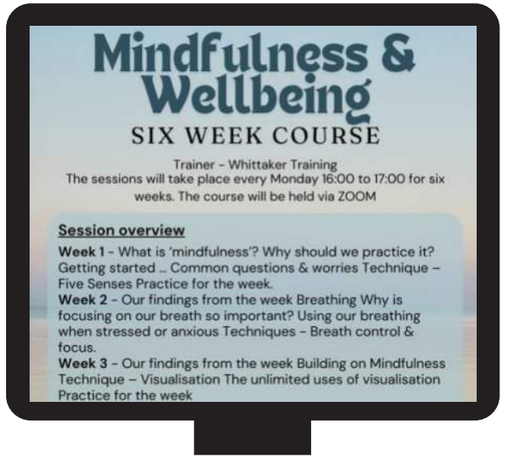
Employee who are temporarily covering a higher graded post are entitled to receive renumeration in recognition of the additional duties (honorarium).

Professional Registration Fees

We reimburse Professional Registration Fees for employees who are required to register with a professional body to enable them to practice in their chosen profession (eg. Social Work England).

Removal and Relocation

If you need to re-locate to Redcar and Cleveland, our comprehensive relocation scheme offers expenses up to £8,000, subject to eligibility.





Access to the employee Facebook portal

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

- Internal job vacancies
- Employee wellbeing events
- Seasonal competitions

Employee Benefits and Discounts

The Viv-Up Employee Benefits and Discounts platform gives you access to 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 hosts all our salary sacrifice/payroll pay benefits which include[2]:

Car Lease Salary Sacrifice scheme

Drive a brand-new low emissions car in return for monthly salary deductions, insurance, servicing, and road tax is covered – just add fuel!

Cycle to Work Salary Sacrifice scheme

Order a brand-new bicycle and equipment up to the value of £3,500.

Home and Electronic Payroll Pay scheme

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

Bike Shop Payroll Pay scheme

Bikes for the whole family, kids' bikes, components, and accessories.

Gym Membership Salary Sacrifice scheme

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

Commuting/relocating

Should you need to commute on public transport, we offer a Corporate Rail Travel Card Scheme which allows you to spread the cost over a 12-month period.

[2] Subject to eligibility

Reward and Recognition



Our comprehensive Reward and Recognition programme includes.

Long Service Awards

To recognise long service and commitment, colleagues who have 15, 25, and 40 years continuous service with the Council receive either a salary payment or gift vouchers.

Mayors Thank You lunches

The Mayor Thank You Lunches are a valuable way of providing staff with the recognition they deserve.

Monthly and Annual Recognition scheme

We celebrate the brilliant work undertaken by our staff through the monthly and annual recognition scheme.

Thank a Colleague

Managers and employees can thank their colleagues by including a message in our weekly staff newsletter.

Informal Thank You's

We encourage managers to provide informal praise to their team.



Rewards for Wellbeing

We are commited to supporting your wellbeing and have a dedicated Health, Safety and Wellbeing Team available to provide you with advice and information. Your health is important to us, and we will support you to take positive steps to improve your health and wellbeing. We work with specialists (including counsellors, occupational health physicians and physiotherapists) and provide health assessments, interventions, and support to colleagues.

Employee Assistance Programme

All employees have access to our Employee Assistance Programme which provides a free 24/7/365 telephone helpline.

Staff Support Network

All employee can self-refer to our Staff Support Network which offers person centred counselling Services.

In-Work Wellbeing Events

The Council has been part of the Northeast Regional Better Health at Work Award Scheme since its inception and continue to be committed to promoting health and wellbeing in the workplace though a full programme of health and wellbeing events and the publication of the Better Health at Work Blog.



Hybrid/Flexible Working

We have implemented new and modern ways of working to allow flexibility for individual and teams to work more efficiently, where the job role permits.

Flexible Working Hours

Our Flexible Working Hours Scheme removes the requirement for fixed arrival and departure times for those employees eligible for the scheme. The aim of the scheme is to give employees greater flexibility in their starting and finishing times whilst maintaining service delivery requirements.

Healthcare Cash Plan

We offer employees the opportunity to join a Healthcare Cash Benefits Plan to help them cover the cost of expenses such as new glasses, dental treatment and prescription charges.

Health and Wellbeing Services

Employees have access to Occupational Health and Physiotherapy Services.

Eyecare Voucher Scheme

The Council has developed a scheme for the reimbursement of the cost of eyesight tests and spectacles (if necessary) for users of display screen equipment and staff requiring glasses for their work activities.

Volunteering

Our voluntering scheme allows you to take up to two days per year away from work to spend time volunteering within the community.

Rewarding your Future

Learning and Development

At Redcar and Cleveland, 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 training courses, modules and qualifications which will help to support their professional and personal development as they need it.

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.
- 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.



Apprenticeships

Existing employees can access a range of apprenticeships. The Council's higher apprenticeship programme has gone from strength to strength in the past few years.

Social Work Academy

The Academy offers social workers who are newly qualified a positive and strong induction into statutory children's social work, promoting the development in the quality, consistency, and effectiveness of social work practice to ensure that children's outcomes are positive.





Access to the Local Government Pension Scheme

Redcar and Cleveland Borough Council Employees are automatically enrolled on the Local Government Pension Scheme, one of the few remaining defined benefits pension schemes in the UK. This has several significant benefits, including:

- 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, which is adjusted for inflation on an annual basis.
- Protection should you have to retire early due to ill health.
- Life cover of 3 times your assumed pensionable pay
- Dependant benefits payable if you 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

Local Government Pension Scheme members have access to a Shared Cost Additional Voluntary Contribution (Shared Cost AVC) scheme.

A Shared Cost AVC scheme differs to a standard AVC because it is a shared cost arrangement, meaning both you and your employer contribute into your Shared Cost AVC fund in a salary sacrifice arrangement.

The main advantage is that you save money on both Income Tax and National Insurance contributions.

Equality, Diversity & Inclusion

At Redcar & Cleveland Borough Council we believe in the importance and intrinsic value of a diverse and inclusive workplace, and of centring the principles of equality, diversity, and inclusion in the work we do in the community. Our ambition is to grow a team that reflects the diversity of the community that we serve.

Staff Networks

Staff wellbeing and sense of inclusion is essential for our success as a council, and Staff Networks are a fundamental part in ensuring staff, particularly those who are from communities that are underrepresented and/or tend to face increased barriers within the workplace, feel safe and supported to share their experiences, and empowered to create change. Each group is sponsored by a member of senior management. Current staff networks include:

- Armed Forces
- Disability and Health
- LGBTQIA+
- Menopause and Women's
- Neurodiversity
- Parents and Carers
- Racial Equality



Armed Forces

The network's key aim is to support the Armed Forces Liaison Officer to achieve the Armed Forces Gold Standards Covenant and to raise awareness of support service available to veterans and armed forces families.

Disability & Health

The key remit of the network is to be a supportive environment where staff can share their experience and to drive forward the Equality, Diversity, and Inclusion agenda by acting as a consultative network for new policies, procedures and working practices.

LGBTQIA+

The network is welcoming of anyone who identifies as LGBTQIA+ or not, who want to promote inclusivity and education across the Council. The network is a confidential, safe and inclusive space to share experiences, knowledge, and ideas.

Menopause & Women's

The network is a safe space to discuss women's health, including menopause and allows members to share their experiences.
The network's aim is to raise awareness across the Council of the symptoms of the menopause and other women's health issues.

Neurodiversity

The network's key aim is to raise awareness of neurodiversity within the workplace through the provision of employee and manager training and act as a safe space for the member to share their experiences and reflect.

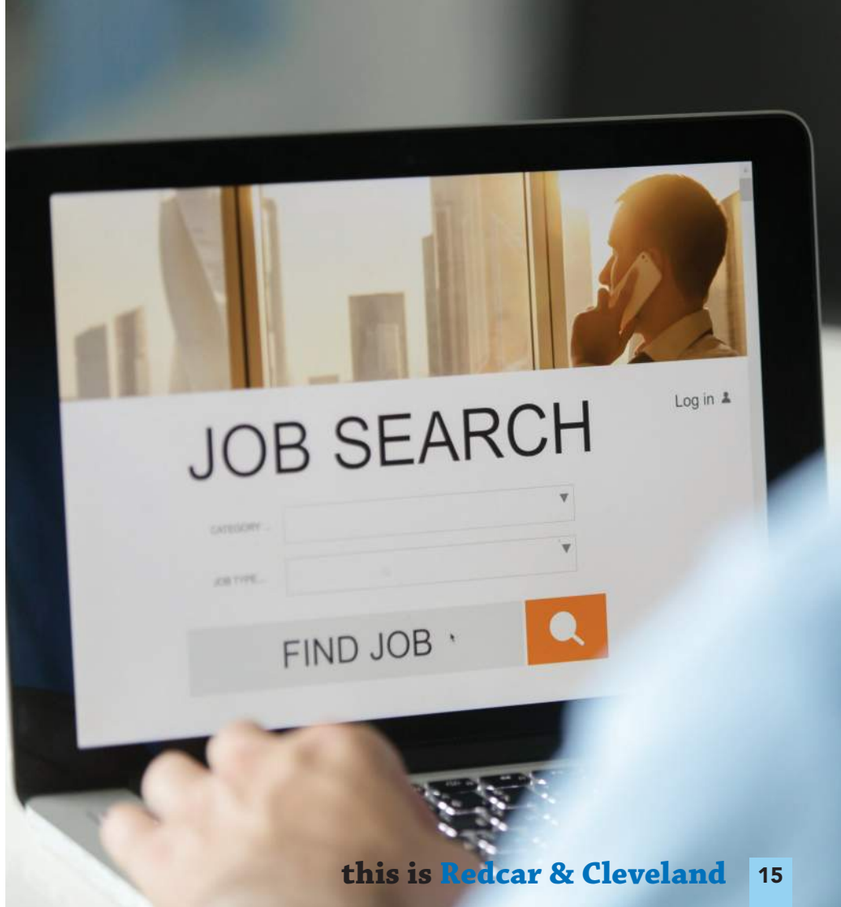
Parents & Carers

The staff network is passionate about promoting the support available to parents and carers by acting as a consultative network for new policies, procedures and working practices.

Racial Equality

The network gives a voice and platform to employees across the council who are from black and minority ethnic backgrounds. The network provides a safe and confidential space where staff have the opportunity to discuss and influence issues affecting ethnic minority staff.

Visit North East Jobs to view our current vacancies



REDCAR & CLEVELAND BOROUGH COUNCIL

Fostering Friendly
The Fostering Network

North East Better Health at Work Award
Ambassador Status

We're an Age-friendly Employer

ARMED FORCES COVENANT

Endometriosis Friendly Employer

disability confident LEADER



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