

What makes Gedling a great place to work

Annual Statement of Benefits

This year has been a tough year, particularly for our lower-paid colleagues. To help support those people, on top of the national pay award that added about £1 an hour to everyone's pay, equivalent to £1,925 for a full-time employee, the Council further increased its minimum pay rate by more than 3.6% taking our lowest paid full-time employees to over £21,500.

In addition, we also made a one-off contribution of £250 (pro rata) to all employees up to Band 7 (that is more than half the workforce) to help out with rising costs.

For more information about the benefits either check out the Employee Handbook on the Intranet or contact Personnel (email: pod@gedling.gov.uk / call: (901) 3934/ 3926).



Pension

The Local Government Pension Scheme offers great benefits to you and to your family:

- You pay into the Scheme and the Council pays in too at a rate equivalent to 19.6% of your salary
- Flexible; choose to pay less or more and draw benefits anytime between 55 to 75
- Pension when you retire as well as immediate life cover and ill-health protection
- Pensions for dependants if you die

If you opted out of the scheme you can re-join; contact the Payroll Team on (901) 3985 or payroll@gedling.gov.uk.

Holiday

On top of the usual eight bank holidays, as a new starter you'll get 27 days annual leave rising to 30 days after five years' service and 33 days after ten. This is a day more than last year.

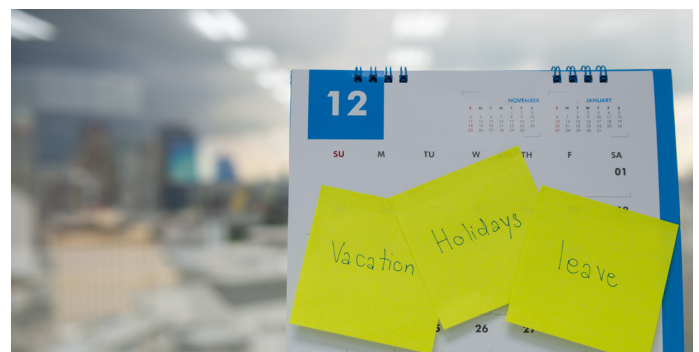
This coming May you'll also get an additional bank holiday to mark the King's Coronation.

When Christmas Eve falls on a weekday you'll get another day's holiday for that too. If you work part time, you get a proportion of these entitlements.

If you need more holiday then our Time Out Scheme lets you buy up to four weeks' extra holiday. You can also reduce your working week on a temporary basis.

If you work for a full year without taking sick leave, you'll get an extra 1½ days' leave. You'll get an extra half days leave if you manage to attend fully for the first or second half of each leave year.

Our Volunteering Policy also gives all employees the opportunity of additional holiday.



Benefits

- Gedling Lifestyle; a free on-line scheme giving discounts in supermarkets, shops and cinemas. Easily managed through your smartphone or home computer.
- Cycle scheme; enjoy average savings of up to 35% on a new bike
- Employee Assistance Programme; if you have signed up to the free Gedling Lifestyle offer you will also have free access to independent counselling (telephone or face-to-face) and on-line advice to help support you with concerns about mental and physical health, finances and relationships.
- Long service awards starting at £250 or a week's holiday at 25 years



Working conditions

There are a number of other policies that are designed to improve our working lives and that are available to all employees:

- Maternity, paternity, adoption and shared parental leave
- Pay Protection Policy (in case you are ever moved into a lower-graded post)
- Enhanced redundancy pay above the statutory levels (as a safety net payment)
- Paid welfare leave to help you through difficult times
- Unpaid leave for things like parental leave and emergency incident leave
- Support in the workplace for women going through menopause.
- Support for Reservists' leave and service
- Long service awards
- Fostering-friendly policy
- Time Out Policy where you can buy additional leave

Some policies will apply depending on what job you do:

- Flexitime; a way to help you balance the demands of work and home life
- Flexible and agile working; a way to improve efficiency and reduce the need to travel to a fixed work base
- Career breaks
- Secondment
- Payment of professional fees

Our Gedling events

- Free events each year such as Xmas party, quizzes, BBQ and day trips
- Annual Employee Recognition Awards with cash prizes or additional holiday
- The Great Gedling Get-together; new for this year a chance to relax and meet employees from other teams



Training/ PDRs

All contracted employees will normally take part in an annual performance and development review meeting with their manager in which performance and training needs can be discussed.

