

Benefits of Working at Flintshire County Council



2017 - 2020

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Uniquely placed Flintshire is the gateway to Wales – anyone coming to work with us will discover a truly lovely county.

Explore fascinating towns such as Mold with its Street Market and food and drinks festival, Holywell, the home of St Winefrides Well, one of the Seven Wonders of Wales, Flint, with its medieval castle and market and Caerwys, considered to be one of the smallest towns with a Royal Charter.

There are many sites of historical interest such as Grade 1 listing building Gladstone's Library in Hawarden. Britain's finest residential library, it was founded by Minister William Gladstone in 1889. Visit Basingwerk Cistercian Abbey alongside Greenfield Valley Heritage Park, a fascinating mix of mills and reservoirs charting the industrial past.

If it's a beach holiday, a weekend break, a bit of retail therapy or simply a day out with the family, then start discovering Flintshire right here.

<http://www.discoverflintshire.com>

We pride ourselves on continuously improving our services. As an employer, we recognise our most valuable assets are our people. We strive to be an employer of choice by providing a range of benefits that help us secure the engagement of employees and motivating them to deliver to the citizens of Flintshire County.

The improved performance and development of our employees is managed through a performance management process, focusing on developing skills, knowledge, qualifications, and competencies centred on Flintshire's behavioural Competency Framework that support the Council's key objectives. Ultimately we recognise that developed, well-equipped and satisfied employees will provide the best service to the citizens of Flintshire and those who work and live in the County.

Equal Opportunities

Achieving diversity in the workplace is important to us. It isn't just about complying with the law, it's about recognising and valuing each other's differences and treating each other fairly. We want to recognise everybody's worth regardless of their age, disability, gender, sexual orientation, religion or belief and ensure equality across all areas. We want to respect others, and be a sensitive and understanding employer. When people can be themselves, they perform better and it helps us to better reflect the community we serve.

Flintshire County Council is proud to be a Disability Confident Registered Employer and to have worked with the Alzheimer's Society in training members of staff to ensure we are a Dementia Friendly workplace.



Flintshire County Council has also worked with Stonewall Cymru where they have supported the Council in a number of initiatives and projects to promote equality and diversity within our Organisation.

Guaranteed Interview Scheme

The Council operates a Guaranteed interview Scheme (GIS). All applicants with a characteristic as defined under the Equality Act 2010 who advise the Council at the time of their application and who meet the essential criteria of the post must be offered an interview. This is in accordance with the Disability Confident Scheme.

Veteran Guaranteed Interview Scheme

Flintshire County Council has introduced a guaranteed interview scheme for Armed Forces Veterans. The scheme supports the pledges in the Community Covenant. A guaranteed interview will be offered to veterans, provided the following criteria is met:

- The Armed Forces were the veteran's last long-term employer.
- No more than 3 years has elapsed since the veteran left the Armed Forces.
- The Veteran meets the essential criteria for the advertised role.

Annual Leave and Public Holidays

Flintshire County Council promotes a positive and healthy work life balance and recognises the importance of annual leave in achieving this.

The entitlement for employees on National Joint Council for Local Government (Green Book), Craft and Associated Employees (Red Book) or Soulbury Committee (Blue Book) are:

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| • On Appointment to Council | 31 days (inclusive of 8 Bank Holidays) |
| • After 5 years Continuous Service | 36 days (inclusive of 8 Bank Holidays) |
| • After 10 years Continuous Service | 37 days (inclusive of 8 Bank Holidays) |
| • After 15 years Continuous Service | 38 days (inclusive of 8 Bank Holidays) |
| • After 20 years Continuous Service | 39 days (inclusive of 8 Banks Holidays) |

Part-time employees have annual leave and Bank Holidays calculated on a pro rata basis.

Local Government Pension Scheme

All employees (including Relief Workers with 3+ month contracts) will automatically be opted into the Local Government Pension Scheme, with all teaching staff joining the Teachers' Pension scheme.

10 reasons for joining the Local Government Pension Scheme

- 1) Your pension is underwritten by Government, making it guaranteed by law
- 2) Subject to tax relief as your pay is taxed after your contributions have been deducted
- 3) Increases each year in line with the Consumer Price Index
- 4) Pensions available to your surviving spouse, registered civil partner, cohabiting partner and children in the event of your death
- 5) Death grant lump sum payable upon your death to your nominated individual/s

- 6) Option to create/enhance your tax free lump sum by exchanging pension at retirement
- 7) Payable for life when you retire and will increase in line with the cost of living (CPI)
- 8) Early retirement available from age 55 if you have post 01/04/2014 membership
- 9) Ill health, flexible, redundancy & efficiency retirements available too.
- 10) Option to enhance your pension or even reduce your contributions in the 50/50 scheme

You can read more about the scheme at clwydpensionfund.org.uk

Occupational Sick Pay

If you are off ill, we operate an Occupational Sick Pay Scheme, where you may receive full and half pay, depending on your length of service up to a maximum of 26 weeks in addition to your entitlement to Statutory Sick Pay.

We operate a comprehensive Attendance Management Policy, which aims to support and help individuals whilst at work, when on sick leave and returning to work.

Work Life Balance

To help you balance the demands of work and home, we have a range of flexible working options including:

- Job-Sharing
- Reduced Hours and Part Time Working
- Term-Time Contracts
- Compressed Hours

We have a range of policies including:

- Family Friendly Provisions, including Maternity, Paternity, Adoption & Parental Leave and Shared Parental Leave.
- Flexible Working
- Special Leave of Absence, including time off for emergencies and bereavement
- Agile Working
- Working and Caring

Flintshire Credit Union's

You can join one of Flintshire's Credit unions, which are a not for profit financial cooperative. They provide a variety of competitive financial services including current accounts, savings, mortgages, loans and insurance services.

With payments taken directly from your wages, it can be the easiest way to deal with your finances. You can read more about the Credit Unions at the following links.

Cambrian Credit Union – <https://www.cambriancu.com/en/>

All Flintshire Credit Union – www.allflintshirecreditunion.co.uk

eRewards at Flintshire County Council

eRewards is a unique benefits programme for employees of Flintshire County Council, that offers you a fantastic range of savings.

eRewards Vectis Card and hub

Permanent employees will be sent a Flintshire Vectis Card when they join the Council and access to the HUB, where there are thousands of offers and benefits available, which can save you hundreds on your everyday shopping, motoring costs and health and well-being spend.

You can save using online discounts, discounted gift vouchers, cashback and instore discounts with your Vectis Card. This includes high street shops, cinemas and restaurant discounts through to money of motoring, insurance, hotels and holidays.

As well as lifestyle savings, you can also get help on covering the cost on even more with your salary sacrifice schemes. Simply forgo a portion of your salary (which becomes exempt from National Insurance and Tax) meaning you are then provided with a great non-cash benefit.

Cycle to Work – Salary Sacrifice

The cycle to work scheme is a Government approved salary sacrifice initiative allowing you to enter into a hire purchase agreement to obtain a bike and accessories for the purpose of cycling to work. The hire is free of tax and national insurance, which means you can make savings, whilst keeping fit, reducing your carbon footprint and spending less time in your car. The scheme offers you access to hundreds of top brands from over 465 Halfords shops, Cycle Republic Stores and over 860 independent bike shops.

Health and Wellbeing

Flintshire's Occupational Health Department is committed to promoting a culture where physical health and psychological well-being of staff is respected, protected and improved.

The Occupational Health Department is a nurse led service and our team consists of qualified Specialist Occupational Health Practitioners and experienced Occupational Health Nurses who advise on all matters concerning the effect of the working environment on health and the influence an employee's health has on their ability to fulfil their role. In addition, we arrange specialist services to support employee's physical and mental well-being including access to physiotherapy and counselling services.

Microsoft Home Use Program

Through our Enterprise Agreement with Microsoft, Council Employees are entitled to purchase Microsoft Office at a low price of £9.95 for home/personal use. Eligible individuals are allowed to purchase a single licence for either Office Professional Plus 2016 or Office for Mac 2016. This licence allows employees to download and install Office onto one machine.

Vodafone Advantage

Flintshire County Council have partnered with Vodafone to offer employees savings on Vodafone pay monthly bundles.

Find out more at the following link:

<https://advantage.vodafone.co.uk/>

Fostering Friendly Policy

Flintshire County Council is keen to support employees who are prospective foster carers and also support those already providing care by providing time off where necessary. Employees can be granted up to 5 days additional leave with pay, with increased flexibility to support the process.

Employee Assistance Programme

With ever increasing pressures at work and at home, there are times when we all need some extra support to balance the demands of everyday life. That's why Flintshire County Council has chosen to provide a free and confidential Employee Assistance Programme (EAP) for all its employees.

Your EAP is paid for by the Council as a support service for you as an employee, so that its free of charge for you to use. It is provided by an independent provider, is available 24 hours a day, 7 days a week, 365 days a year, and is accessible by phone or online.

The EAP is designed to help you with a wide range of work, family and personal issues. From work-life balance to childcare information, relationships to workplace issues, health and well-being, let your EAP support you on the issues that affect all of us at some point in our lives. Topics include, but are not limited to:

<ul style="list-style-type: none">• Work-life balance• Relationships• Childcare information• Health and well-being• Debt• Disability and illness• Careers• Bereavement and loss• Stress• Sexual orientation	<ul style="list-style-type: none">• Elder care information• Life events• Immigration• Anxiety and depression• Family issues• Bullying and harassment• Education• Consumer rights• Workplace pressure• Gender identity
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Managing Carers Needs

Flintshire County Council recognises that you might have caring responsibilities that have a substantial impact on your life outside of work. Our Managing Carers needs policy provides supports for carers to help balance commitments outside of work.

Career Breaks

The Council recognises that you may need a period of time off work, to be used for travelling, long-term carer needs, voluntary work or for educational purposes. Please refer to the Councils Career Break policy.

Overall, Flintshire County Council is a great place to work, offering a large range of employee benefits. Further information can be found by contacting Employment Services. Good luck with your application!