

Pay and Benefits

A summary of some of the key benefits available to employees are:

Policy/heading	Provision
Hours and annual leave	<p>36.25 hours per week</p> <p>0-4 years- 24 days</p> <p>5+ years 29 days</p> <p>Senior leadership- 35 days</p> <p>This is in addition to bank holidays and Christmas to New Year closedown.</p>
Flexi time/Bandwidth	<p>Bandwidth of 7.30-19.30.</p> <p>Current building opening hours will be maintained.</p> <p>The policy is based on the needs of the service.</p>
Flexi scheme	<p>Up to 2 full days, or 4 half days, flexi leave per 4 week period, up to a maximum of 18 full flexi leave days per year.</p> <p>Carry over credit limit of 21.75 hours and debit limit of 10.85 hours</p> <p>The policy is based on the needs of the service.</p>
Long Service Award	<p>£250 payment for 25 years' service in addition to an extra retirement payment of between £50-£150 (dependent on length of service.)</p>

Professional subscriptions	Professional subscriptions are funded in cases where there is a business need. A 'clear business need' would apply when a current professional status is an essential requirement to practice in the relevant role. A 'non-essential', but beneficial, business case for professional status would be for Directors to authorise based on set guidance.
2.2 Multiplier	A 2.2 redundancy multiplier will apply when employees subject to Shared Services Terms and Conditions are made compulsorily redundant.
Car Parking	Free car parking provided at both the Chorley Council and South Ribble Council sites.
Travel/ Car Allowance	A cash car allowance of 6% of the top of the grade is applicable to posts at Level 10-17 inclusive.
Essential Car User	<p>Essential Car User allowance is payable to employees who meet the criteria of the scheme: Criteria for Essential Car User</p> <p>(a) driving a car/vehicle is an integral and regular feature of the job; and therefore</p> <p>(b) having a current driving licence and use of their own car/vehicle are deemed to be essential and compulsory for the performance of the job</p>

Membership of the Local Government Pension Scheme

The Council offers access to a contributory pension scheme with the Council paying in over double the amount that you pay towards your pensions benefits payable on retirement.

The scheme is designed to pay an annual pension plus a lump sum upon retirement;

To find out more about The Local Government Pension Scheme(LGPS), please click here

<http://www.lppapensions.co.uk/members/schemes/local-government-scheme/>

The Council also provides access to employees to make Additional Voluntary Contributions to their pension (AVCs) with associated tax benefits.

Buying additional annual leave

Employees have opportunities to request to increase their holiday entitlement for added flexibility and to improve their work-life balance. Requests must be approved and received during February of any year and approved by the manager.

There may be other circumstances where additional leave may also be considered for example unpaid leave to undertake caring responsibilities, to support a phased return to work etc.

Tuskers Car Scheme

The Council has committed to offering employees access to clean, green, and affordable cars. We have joined up with Tuskers - the UK's leading car benefit company – to bring you a salary sacrifice car lease scheme.

The scheme is simple - like Cycle to Work and Childcare Voucher schemes, you can choose to offset some of your salary in return for a brand new fully maintained and insured car. Meaning you can enjoy a nice new car without any deposit or ongoing running costs including road tax, insurance, MOTs, breakdown assistance and repair bills.

There is a huge range of cars available– including fully electric, hybrid and low emission petrol or diesel cars to suit individual and family needs.

The scheme is open to all employees, regardless of whether you need a car for work or not, the only conditions are that the salary sacrifice does not take your income below the national minimum wage and that your employment contract is at least the same length as the lease agreement (usually 3 years).

Cycle to Work Scheme

Cyclescheme is an employee benefit that saves you 25%-40% on a bike and accessories. You pay nothing upfront and the payments are taken tax efficiently from your salary.

Health and Wellbeing

As a council employee you will be automatically enrolled in the scheme and will receive joining instructions and policy details in the post to your home address.

You will receive Level One cover, but you are able to increase this cover or add on family members entitling you to a wide variety of benefits, allowing you to claim for;

- Dental treatment,
- Optical treatment,
- Health screening,
- Specialist Consultation,
- Physiotherapy,
- Chiropractic Treatment,
- Acupuncture,
- Complimentary Therapies,
- Chiropody
- and many more.

The Council also hosts a variety of health and wellbeing support services;

- Counselling

- Physiotherapy/Chiropractor

Other Benefits and Local discounts

As an employee of the council you can benefit from other discounts including;

Chorley and South Ribble Leisure centres membership discounts

Leisure Centre and Gym memberships at Council run leisure centres across South Ribble and Chorley.

Chorley Leisure Centres

Offer a 30% discount meaning that memberships start from just £16.10 per month.

Applicable to All Seasons Leisure Centre in Chorley, Clayton Green Sports Centre and Brinscall Pool. South Ribble Leisure

South Ribble Leisure Centres

- 30% saving on the current membership rate which enables use of all gyms, pools and group exercises classes at all four leisure centres: Leyland, Bamber Bridge, Penwortham and South Ribble Tennis Centre.

This is a no contract arrangement and can be cancelled at any time with one months' notice.

OR

- 12 months membership for the price of 9 months – includes gym, pool and all group classes, across all four sites for one off fee of £199

It doesn't matter which council you work for; you can take advantage of any of the offers.

Chorley Market Walk

- ***Reel Cinema*** – offer all employees of South Ribble and Chorley councils a 10% discount on tickets when you show you staff ID badge at reception.
- ***Escape Entertainment Venue*** – offer 10% discount to Chorley employees