

## **Employee Benefits**

### **We offer flexible working**

We offer both full-time and part-time, as well as job share options and casual work depending on the role. Full-time staff work 37 hours a week and most of them can work within our flexitime scheme. Our flexitime scheme allows you to take up to two flexi days off per month. Our part-time staff can work a flexible working pattern, especially to fit around family responsibilities. We also look at options for homeworking for our staff.

### **Interesting & Stimulating work**

As we are a small district council, our staff get involved in a diverse range of work. We have a flat management structure and our Senior Management Team are available for employees to talk to.

Digitalisation is spearheading our transformation agenda with regard to both improving access for our customers and making our services as efficient as possible.

Our work has a real impact on the local community as we work with the most vulnerable and socially isolated people to improve their lives. We drive the recycling and energy efficiency agenda for the Borough. If you join us, you will be contributing to changing communities for the better.

### **Training and development**

We recognise that our employees are our most important resource, and that the level and quality of the services that we provide are dependent upon their knowledge, skills and actions.

We have an extensive Induction programme to help new employees orientate themselves quickly. Employees can expect plenty of development too with a series of sessions over the first 18 months that will leave them well equipped to succeed in their role. In addition to this, managers new to the Council will be expected to complete our 'Way We Manage' programme over a 2-year period, which will lead to an ILM Management qualification.

### **Holidays**

We offer generous annual leave entitlements, role graded up to G have 23 days leave per year (pro rata for part-time), rising to 28 days after five years employment and increases by 2 days for every ten years worked for us. Roles grades H – K start with 28 days leave per year (pro rata for part-time), plus another 3 days after ten years' service.

We have a scheme where you can purchase extra leave each year, to suit your own requirements. In addition to the usual eight public holidays, we provide an extra day of leave between Christmas and New Year.

### **Pensions**

You have the opportunity to join the Local Government Pension Scheme, a career average scheme. Both the employees as well as Rugby Borough Council contribute to the scheme.

## **Commitment to Employee wellbeing**

We are committed to improving the health and wellbeing of our employees. We hold regular 'health at work' days, which offer tests such as BMI and cholesterol checks and run awareness sessions on different health topics as well as regular visits from healthcare professionals offering screening for various health conditions.

We have a voucher system for eye tests for all employees who work with computers. The voucher entitles the employee to an eyesight test and may contribute to glasses under certain circumstances.

## **Salary Sacrifice schemes**

We offer the chance for you to shape your benefits package to meet your personal situation. Currently we offer the following salary sacrifice schemes; lease cars, childcare vouchers and cycles for work. We also offer the option to purchase extra annual leave. Other benefits include; free car parking, car loans, travel expenses.