

EMPLOYEE BENEFITS



Flexible working hours under the Flexi-time scheme (with the exception of shift workers)
Standard working hours are 08.45 to 17.15 Monday to Thursday and 08.45 to 16.45 on Friday with one hour lunch daily. Lunch breaks are unpaid.

Leisure Facilities

The Council provides free staff membership at Council leisure facilities for use of swimming pools and fitness suites to improve the health and wellbeing of staff working a minimum of 15 hours per week.

Childcare Voucher Scheme

The Council has implemented a salary sacrifice childcare voucher scheme in partnership with an outside provider. This scheme can help employees to reduce their childcare costs. Employees will be able to save money on both their National Insurance and tax contributions on the voucher amounts that they order, subject to statutory limits.

Car Parking

Free on-site car parking is currently available for employees at all of the Council's places of work.

Membership of the Local Government Pension Scheme

The position offers membership of the Local Government Pension Scheme. You will automatically become a member of the Local Government Pension Scheme upon taking up your appointment unless you choose to opt out. Employees wishing to opt out must contact Essex Council County Pension Service for an opt out form. Your contribution towards the scheme will be in accordance with the following table:

Please note that the following pay ranges will apply to contribution rates with effect from 1st April 2017.

Actual Pensionable Pay	Employee contribution rate
£0 - £13,700	5.5%
£13,701 - £21,400	5.8%
£21,401 - £34,700	6.5%
£34,701 - £43,900	6.8%
£43,901 - £61,300	8.5%
£61,301 - £86,800	9.9%
£86,801 - £102,200	10.5%
£102,201 - £153,300	11.4%
More than £153,301	12.5%

Further details on the Pension scheme are available from the following website:
www.essexpensionfund.co.uk

Free Eye Test

Every 2 years for display screen users.

Annual Leave

Minimum 21 days annual leave plus two statutory days to be taken at Christmas, rising to 25 + 2 days after 5 years of local government service.

Post Entry Training

Opportunities are available to all employees to undertake appropriate courses of study and training, at all levels, subject to finance being available and the approval of their Head of Service.

Professional Subscription

The Council will pay one annual subscription to an appropriate professional body if required for the post.

Vine Extras

Discounts and cashback deals for major retailers including supermarkets and high street stores are available to staff via an online portal.