

# What the offer **means to you?**

As well as equal pay for all, the offer includes an updated set of terms and conditions, plus an attractive benefits package.

## Pay and allowances



- ✓ Salary at the minimum living wage or above
- ✓ Period of pay protection until 30 June 2026
- ✓ Up to six months' sickness leave at full pay
- ✓ Time and a half plus a day off in lieu for bank holiday working
- ✓ Overtime paid at time and a half (over 37 hours)
- ✓ Standby, call out and night work payments
- ✓ Flexible retirement option for colleagues from 55+ years
- ✓ Death in service payment
- ✓ Same redundancy calculation for all regardless of age
- ✓ Expenses paid for working over 30 miles away from base location
- ✓ HMRC rates for work-related travel expenses

## Annual leave and time off

- ✓ 28 days' annual leave rising to 31 days after two years
- ✓ Enhanced family friendly package for maternity, paternity, adoption and shared parental leave
- ✓ Additional leave for carers, bereavement, disability, family emergencies, volunteering, study, reservists and career breaks
- ✓ Buy up to ten additional days' leave or sell up to five days' leave each year

## Benefits



### Managing your money

- ✓ Discounts on major stores, food outlets and leisure offers through Our Benefits scheme
- ✓ Salary advance scheme
- ✓ Boost your pension with additional voluntary contributions

### Health and wellbeing

- ✓ Employee Assistance Programme with 24/7 confidential support
- ✓ Access to 24 hour GP service
- ✓ Healthcare cash plans
- ✓ Flu vaccines
- ✓ Eye test voucher scheme with Specsavers
- ✓ Workplace nursery

### Travel

- ✓ Car leasing salary sacrifice scheme with Tusker
- ✓ Cycle to work salary sacrifice scheme
- ✓ Discounts on bus travel
- ✓ Secure bike cages, lockers and shower facilities at key council buildings

### Learning and career development

- ✓ Access more than 1,000 online training courses on SkillGate
- ✓ Our Stars recognition scheme