

**LCC's Current Employment Offer\*****General**

- A [pension scheme](#) which includes ill health benefits if you ever become seriously ill, life cover (equivalent to 2 years' pay) payable if you die in service, and a pension for your partner/children in the event of your death;
- Free car parking (at the County Hall site);
- Assistance with travel to work including a bicycle salary sacrifice scheme and discounted bus travel;
- Access to a lease car scheme;
- Access to a car sharing scheme;
- Business mileage is paid at 45p per mile for the first 10,000 miles then 25p for each mile thereafter;
- An employee benefits scheme offering discounts for a range of high street and online businesses;
- Payment of professional practice registration fees (e.g. HCPC for social workers and occupational therapists);
- Relocation expenses of up to £11,000;
- A long service award on completion of 25 years' service with the Council.

**Work/Life Balance**

- Between 24 and 35 days' annual leave per year plus 8 public holidays and the opportunity to purchase up to an additional 20 days' annual leave per year;
- Smarter working arrangements including working compressed hours (e.g. working your hours over 4 days rather than 5), term-time only, job share, part-time, home or remote working, and flexible work patterns (i.e. start and finish times) to help you balance your work and life commitments;
- A career break scheme where you may be able to take up to a year off work to undertake caring responsibilities, voluntary work, full-time studies, etc.;
- Employer-supported volunteering where you can take up to two days paid leave per year to undertake certain volunteering opportunities;
- A range of special paid leave provisions including time off to undertake foster carer and shared lives carer duties, public service duties, to deal with a breakdown in care arrangements, and following a bereavement;
- A range of family friendly policies to help balance family commitments including enhanced (i.e. above statutory) maternity, adoption and paternity pay, and parental leave provisions.

\* Some of the items listed have qualifying criteria so may not be available to all employees.

\* Not all activities/facilities may be available at every Council site.

## Health and Wellbeing

- Discounted local gym membership;
- Free eye test (if your job involves using a computer);
- The opportunity to join our workers groups (disabled workers' group; black workers' group; lesbian, gay, bisexual and trans network; working carers' group);
- Access to a confidential employee counselling service;
- Advice and support from an occupational health service when required;
- A range of activities to support health and wellbeing including mindfulness sessions, exercise groups, menopause support network, and a singing for fun group;
- Support to stop smoking;
- A sick pay scheme that provides up to 6 months' full pay and 6 months' half pay depending on your length of service;
- We promote the use of standing desks and walking meetings;
- On-site shower and changing facilities.

## Learning and Development

- A tailored induction for new starters;
- An annual performance and development review to discuss your career aspirations and what support you will need to help you progress;
- Regular one-to-one meetings with your manager;
- E-learning on a variety of topics (e.g. equality and diversity, information security, environmental awareness);
- The opportunity to undertake qualification and non-qualification courses which are relevant to your role;
- Job shadowing, either within your own or another team;
- Being a mentor to another Council employee or signing up to become a mentee.

\* Some of the items listed have qualifying criteria so may not be available to all employees.

\* Not all activities/facilities may be available at every Council site.