

Our benefits

We offer a wide range of benefits and rewards to our employees.

Flexible Working

We will consider requests for a range of flexible working options to help staff achieve a better balance between their home and work commitments, and to balance the needs of our services.

These include varied work patterns including flexi-time and home based working, together with paid and unpaid leave.

Family Friendly Policies

We have always recognised the importance of the family, and the need to support working parents and carers in ways that help them balance their work and family lives. We know there are times when the needs of dependants (children, partners, elderly parents) have to come first. At these times we will do what we can to accommodate your need to take time off. We offer maternity, paternity and adoption leave above the statutory minimum and staff who care for adults or a disabled child are entitled to carers leave.

Annual Leave

We offer a minimum of 23 days holiday entitlement plus bank holidays, with additional leave entitlement for long service, rising to 33 days. Those who work part time have leave calculated on a pro rata basis, depending on the number of hours they work.

Pensions

The Local Government Pension Scheme (LGPS) is a Career Average Revalued Earnings (CARE) Scheme and is widely recognised as one of the best pension schemes in the UK. It provides excellent pension benefits for scheme members, including a guaranteed pension for members with a minimum of 2 years in the scheme at their date of retirement, immediate

life cover for spouses, co-habiting partners and eligible children, and generous pension benefits in the event of permanent ill-health. Pension benefits are also subject to annual indexation to take into account inflation.

Any employee on a contract of employment of greater than 3 months, and working regular weekly hours, will be contractually enrolled into the LGPS from their first day of employment provided they are aged under 75. Any employee not contractually enrolled and aged under 75 can still voluntarily opt to join the scheme from their first day of employment.

Visit the Council's LGPS website to find out more about the scheme and its benefits: <https://www.rbkcpensionfund.org/>

Private Health Insurance

Access to a discounted private healthcare scheme.

Employee assistance programme

Our Employee Assistance Programmes offer free counselling and signposting to resources. This is a confidential independent service available 24 hours a day, 365 days a year, either by phone, email, text or online.

Give as you Earn Scheme

We participate in a payroll-giving scheme, which allows employees to make tax-free donations to registered charities.

Season ticket loans

An interest-free season ticket loan scheme is in operation for all employees after completion of probation period.

Bicycle Salary Sacrifice Scheme

The bicycle salary sacrifice scheme lets staff lease a new bicycle through the Council with an option to buy at the end of the leasing period. The scheme has financial benefits for both the employee and the Council.

Special discounts

Free swimming and discounted leisure facilities in the borough are available to help you lead a healthy lifestyle. There are also offers on library services, beauty, entertainment and dining through a small membership fee.

Zone allowance

We offer our staff a travel allowance equivalent to zones one and two (subject to tax and NI), subject to certain conditions and after a qualifying period.