



CHILTERN
District Council



SOUTH BUCKS
District Council

Stronger in partnership

for you, for now, for the future
lgps



Total Reward Package for Staff

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Introduction

Chiltern and South Bucks District Councils have successfully embraced the challenges of modern government through taking a progressive partnership approach to offering services. We are proud of what we have achieved through our joint working and we are passionate about delivering excellent services to our customers everyday and meeting the needs of our local communities. Every member of staff plays a pivotal role in shaping our future and therefore our staff enjoy a highly competitive total reward package.



Stronger in partnership

Total Reward Package for Staff

As a member of staff you have access to a comprehensive reward package which aims to ensure that you:

- Are fairly rewarded for the work you do
- Are trained and developed so that you can reach your full potential
- Can strike a balance between your work life and your home life
- Have access to a broad range of health and well-being initiatives

Here is a summary of the benefits available to you.



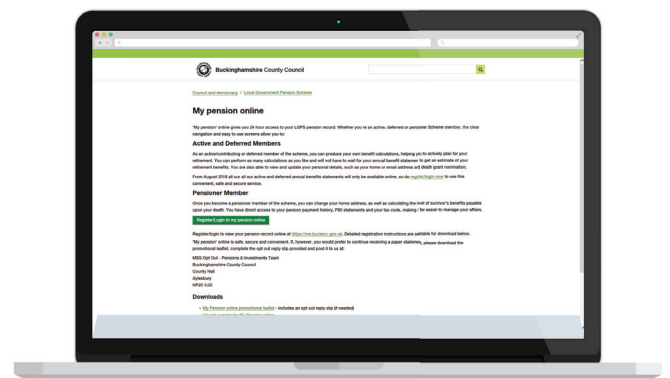
Competitive Pay

Our pay rates are benchmarked against those of our neighbouring authorities and in the market overall.



Pension

Membership of the Local Government Pension Scheme (LGPS). This is one of the most tangible benefits we offer. Saving for retirement is very important and the LGPS scheme is one of the most attractive available. The employer's contribution on this pension is 15.5% and as it is a Career Average Scheme any fluctuations in the pension pot are picked up by the employer. This is administered by Bucks County Council. For full details visit the website link below.



www.bucksc.gov.uk/services/council-and-democracy/local-government-pension-scheme



Parking

All staff have free workplace parking whilst at work. This represents a significant saving as local car parks typically charge £5 per day for parking.

If you choose to cycle to work we have secure cycle parking facilities and changing and showering facilities on site.

We also have a cycle scheme if you would like to purchase a bike for use to travel to and from work and for home use.



Amersham multi-storey



King George V

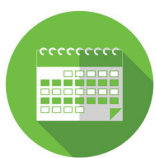


Capswood



Professional Subscriptions

As part of our commitment to your learning and development the Councils continue to reimburse one employment related Professional Subscription.



Holidays

Our holiday entitlements are generous. In addition to the 8 bank holidays you are also entitled to a minimum of 25 days' holiday per year, rising to 30 days after 5 years' service (pro-rated for part-time staff)





Annual Leave Purchase Scheme

In addition to holiday leave our Annual Leave Purchase scheme enables you to purchase up to 5 additional days of annual leave per year (pro-rated for part time staff).



Flexi-scheme

Many staff have access to the flexi-scheme. Through this scheme you can work more flexibly to help with your work life balance. The scheme also allows you to accrue up to 13 days of flexi-leave per year subject to service needs.



Flexi working

The Councils support flexible working wherever possible whilst meeting service needs. This means staff can work from home, and we can support a range of flexible and part time working patterns.



Learning and Development

We recognise the importance of investing in all our staff to improve your confidence at work, equip you with all the skills you need to be successful at work and to enable you to reach your full potential.

We offer a comprehensive range of training and development options, giving you the support you need to do your job well. Through our Appraisal Scheme you will agree a set of objectives with your manager and at the same time a Personal Development Plan which help you identify how you can develop and grow in your job.

The "Learning Pool" gives you access to an extensive range of e-learning.

All managers are encouraged to undertake our Management Development Programme accredited by the Institute of Leadership and Management.

The Councils also support work related Professional Training. Staff can apply to undertake professional training funded by the councils and will be given time off to attend this training.

Both Chiltern District Council and South Bucks District Council have the Investors in People bronze award recognising us as a great employer.



Salary Sacrifice Schemes

If you want sacrifice salary in order to purchase childcare vouchers, extra annual leave or purchase a bicycle you can do so through this scheme and make savings on your tax and NI contributions.

Computershare
Voucher Services

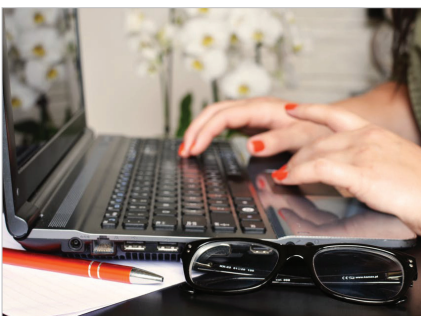




Discounts

You can take advantage of an extensive range of special discounts covering:

- Aylesbury Vale Theatre
- Membership at our Leisure Centres
- Mobile phone contracts
- COSTCO membership
- The Theatre Club
- Microsoft Home Use Program
- Kaarp Benefits
- PS Discounts - Discounts on major high street brands are available for employees through PS Discounts. This scheme is free to employees, with no further membership fee to pay. For more information and to join, visit their website at: www.localauthority.psdiscounts.com





Travel

We offer valuable discounts on Chiltern Rail. We have a car loan scheme and a Cycle to work scheme.



Health & Wellbeing

Your health and wellbeing is a priority. That's why we offer you:

- Employee Assistance Programme offered through PAM Assist offers round the clock access to confidential, anonymous information and counselling service
- Discounts at our Leisure Centres to give you inexpensive access to swimming and gym facilities and exercise classes
- Staff are also offered discounted rates to our very own beautiful South Buckinghamshire Golf Course
- Eye test vouchers





Sport & Leisure



For a monthly membership fee of £3.95, employees can join CSSC Sport and Leisure. This also provides further shopping discounts and wide range of sports, leisure activities and days out, including entrance into English Heritage Sites.

You can swim for £1 and use the gym for £2 during off-peak times (Monday to Friday, 7am - 5pm).

For more information and to join, visit their website at: www.cssc.co.uk.

In addition we organise for you:

All staff are permitted use of certain facilities at:

- Chiltern Pools Amersham
- Chesham Leisure Centre
- Chalfont Leisure Centre (Chalfont St Peter)
- Beacon Sports Centre Beaconsfield
- Evreham Sports Centre in Iver
- Sprinters Leisure Centre in Prestwood

- Acupressure Massage appointments
- Yoga and Pilates classes
- Walking Groups
- Reflexology appointments
- Staff choir, S.O.L.T. - Sing Out Loud Together



Long Service Awards

Loyalty and long service is recognised through our long service awards.



UNISON

The Councils recognise UNISON for consultation and negotiation purposes and value the work our UNISON representatives do to work with us and represent our staff. UNISON is one of the largest UK Trade Unions representing 1.3 million public services staff.