

# Benefits of Working at Flintshire County Council



Uniquely placed Flintshire is the gateway to Wales – anyone coming to work with us will discover a truly lovely county.

Explore fascinating towns such as Mold with its street market and food & drink festival, Holywell the home of St Winefrides Well one of the Seven Wonders of Wales, Flint with its medieval castle and market and Caerwys, considered to be one of the smallest towns with a Royal Charter.

There are many sites of historical interest such as Grade 1 listed building Gladstone's Library in Hawarden. Britain's finest residential library, it was founded by minister William Gladstone in 1889. Visit Basingwerk Cistercian Abbey alongside Greenfield Valley Heritage Park, a fascinating mix of mills and reservoirs charting the industrial past.

If it's a beach holiday, a weekend break, a bit of retail therapy or simply a day out with the family, then start discovering Flintshire right here.

<http://www.discoverflintshire.com/>

## **Benefits of working at Flintshire County Council**

### **Annual leave**

- Up to 5 years continuous local government service: 23 days
- Between 5 and 10 years continuous local government service: 27 days
- Over 10 years continuous local government service: 30 days
- Part-time employees have annual leave on a pro rata basis

### **Bank and extra statutory holidays**

- 8 paid bank holidays
- Part-time employees have bank holidays / statutory days on a pro rata basis

### **Continuous service**

If an employee has previous continuous service with an organisation covered by the Redundancy Payments (Continuity of Employment in Local Government) Modification Order 1999, this will be included in calculating the entitlement to:

- Redundancy payment
- Annual leave
- Occupational sickness scheme
- Occupational maternity scheme
- Maternity support scheme
- Adoption leave

With the exception of redundancy entitlement, this will also apply if, before joining the council, the employee was made redundant from an organisation covered by the above Order within the last two years.

## **Local Government Pension Scheme**

All employees (with a contract of more than three months) and Relief workers will automatically be opted into the Local Government Pension Scheme (except teachers, who join the Teachers' Pension Scheme), with retirement benefits based on a final year salary scheme.

## **Work life balance**

We recognise that it is vital that employees have a good work life balance and to support this we have a range of policies including:

- Maternity/paternity and adoption leave
- Flexible Working
- Special leave
- Agile Working
- Job share

## **Flexible working hours**

The council operates a flexible working hours scheme at many of its offices which enables employees to start and finish work at a time that suits you, as long as core hours and service needs are covered and contracted hours are worked. Management approval is required before flexi leave is taken.

## **Appraisal process**

All employees will receive an appraisal at least once a year his process helps to link corporate aims to individual performance through the council's key principles and objectives.

The appraisal scheme applies to all council employees with 6 months or more service, except teachers who have a separate scheme.

## **Training and development**

Employee training and development is a fundamental part of the council's commitments to continuous improvement, performance management and the achievement of excellent customer service.

## **Childcare voucher scheme**

The council operates a childcare voucher scheme provided by Kiddi vouchers – link to website here

If your child is aged between 0 -16 years and you use childcare such as a day nursery, holiday playscheme, childminder, before and after school clubs etc, then you could benefit from using Computershare Voucher Services to pay for your childcare.

The vouchers can be used to pay for most types of childcare and are non-taxable and exempt from National Insurance Contributions.

## **Cycle to work & hire a bike**

We make every effort to sustain the environment and improve employee's health and well-being. One of the incentives we offer is the Tax free Bike or Cycle to Work scheme. This is a tax and national insurance free scheme to help promote healthier journeys to work and reduce pollution and congestion.

## **Health & well-being**

Flintshire's Occupational Health Department is committed to promoting a culture where physical health and psychological well being of staff is respected, protected and improved.

The Occupational Health Department is a nurse led service and our team consists of qualified Specialist Occupational Health Practitioners and experienced Occupational Health Nurses who advise on all matters concerning the effect of the working environment on health and the influence an employees health has on their ability to fulfil their role. In addition we arrange specialist services to support employee's physical and mental wellbeing including access to physiotherapy and counselling services.

Although services can be accessed via management referral the occupational health department does operate a self referral scheme where initial support via a telephone consultation can normally be accessed within 2 working days. We aim to make information and advice readily available to all employees and Occupational Health Department has its own infonet pages where articles and links to support and lifestyle advice can be found.

As part of our role in promoting employee physical and emotional wellbeing we work with colleagues across the Council to introduce health initiatives linked to our Corporate Health goals. These include:

- Smoking cessation classes
- Referral to the National Exercise Referral Scheme and Back Club
- Increasing the physical activity of our employees and promoting healthy lifestyles
- Development of policies which support a healthy work life balance
- Training for employees and managers

Free eye and eyesight tests are available to any employee who uses display screen equipment as a significant part of their normal work. The tests are available at any Specsavers branch

## **Leisure Services**

Our Leisure Services operate a registration scheme called Actif. By registering your personal details at one of our leisure centres, and through the completion of the Actif application form, you will receive a card which enables you to access a whole host of leisure activities at a lower price than the standard charge.