

East Riding Council Staff Benefits

Your benefits at work

Flexible working: There are several ways that you can work flexibly. These range from formal arrangements where you can request to work longer hours over less days, a flexitime scheme and self-rostering schemes. The nature of services your team provides may mean not all options are available to you.

Holiday leave: You are entitled to generous holiday leave linked to how long you have worked for the council which is more generous than the statutory minimum. Plus 8 national public holiday, and three days off between Christmas and New Year although this depends on the service provided by your team.

Job share: Requests for job share are considered and accommodated where possible.

Long service award: When you have completed 25 years continuous service you will receive £150 gift voucher which can be used with a wide range of retailers.

Maternity, paternity and adoption leave: The council offers a generous entitlement for maternity, paternity and adoption leave which is greater than the statutory minimum.

Pension: Membership of the Local Government Pension Scheme is a valuable benefit of working for the council. It provides benefits for you and your family both now and in retirement. Whilst you pay a contribution based upon your earnings, the council also makes a contribution.

Special leave: If you have to deal with emergency situations or personal issues at short notice, (where requests for time off cannot be planned in advance) you can request paid or unpaid special leave in certain circumstances.

Time off for exams/study: You can apply for time off for study/exams to improve your job performance.

Time off for medical / dental appointments: Reasonable time off is allowed to attend appointments such as doctors, hospital and dentists.

Time off for public duties: You can apply to have time off work to undertake certain public duties, some of which will be on a paid basis, others unpaid.

Training: The council offers a wide range of formal and informal training to staff.

Training loan: You can apply for a training loan which allows you to undertake vocational training courses, which although not immediately essential or related to your present job could be demonstrated as adding future value to the provision of council's services.

Your travel benefits

Car salary sacrifice: This allows you to access a brand new, fully insured and maintained car, with no deposit. A fixed amount comes out of your salary each month, savings are made in relation to reduced Tax and National Insurance contributions. This may affect your pension.

Lease car scheme: Eligible employees who undertake a minimum of 5000 paid business miles each year can apply for a lease car.

Car loan: If you use your personal vehicle to undertake council business you can apply for a loan to buy a car. Applications will be considered from all permanent and temporary employees (providing your temporary contract is in excess of the loan term).

Cycle to work: Allows you to obtain a bike and make Tax and National Insurance savings through salary sacrifice. You can save at least 32% on the cost of a new bike and virtually all main makes and models can be bought through Cycle to Work. This can affect your pension.

Kickstart: If you are aged over 18 years and live or work in a rural area you could be eligible to apply for a scooter, moped or e-bike for up to a year to help you get to work.

Your staff discount

Supplies catalogue: As an employee of the East Riding of Yorkshire Council you can buy goods from the Supplies Catalogue for your own use. Why not browse the Supplies website for a whole range of products from pens and pencils to toilet rolls! Our extensive range of art and crafts supplies are ideal for all your Christmas decorations! Your order will be delivered free of charge to your place of work.

Shop & Save: Shop & Save is the council's staff discount scheme which offers you access to over a hundred discounts from a wide range of businesses.

Your health and wellbeing

Eye care voucher: If you use a VDU for a significant part of your working day you can have your eyes tested every two years and the council will pay. If spectacles are needed the council will contribute towards that too. Eligible employees are able to access Specsavers Eyecare Voucher Scheme. The scheme provides for a full eye examination and should it be identified that spectacles are required solely and specifically for DSE use, the employee will be able to select a pair of spectacles from the £45 range, fitted with PENTAX CR39 single vision lenses and scratch resistant treatment. Alternatively the £45 contribution can be used as an upgrade to other frame ranges. In addition, Premium Club, which is built into every voucher, offers a further £20 contribution when spectacles are selected from the £99 range or above, thus giving a combined contribution of £65.

Health cash plan: You can sign up for a health cash plan which is a low-cost, cash-based health insurance scheme. For a low regular payment you can claim cashback on a range of health and wellbeing services such as dental check-ups and treatment, eyesight tests, new glasses and contact lenses, diagnostic health consultations, health screening and therapy treatments such as physiotherapy, osteopathy, chiropractic treatment, chiropody, homeopathy and acupuncture. This benefit is provided through BHSF.

Leisure centre membership: You and your family can access leisure membership at East Riding leisure centres for just £25 per person per month. This gives you unlimited access to Tone Zones, exercise classes, daytime squash and badminton and swimming.

Occupational sick pay: If you are unable to work due to sickness you will receive sick pay greater than the statutory minimum.

Telephone helpline - counselling, medical and finance: A free telephone helpline called Employee Assistance Programme offers you confidential counselling service and legal, medical and finance advice, 24-hours a day, 365 days a year. This is confidential and details are not shared with the council.