



EMPLOYEE BENEFITS





We hugely value our employees and know that in order for us to continue to succeed it is essential for us to recognise talented employees, developing and retaining them within the organisation and maintaining our status as a great place to work.

As an employee, there are many benefits you will get on top of your salary, some of which are outlined below.

Annual Leave

Employees receive a minimum of 25 days leave per year and can receive up to 31 days, depending on the individual's length of continuous local government service. Annual leave and public holidays are calculated for part time employees, job sharers and temporary employees on a pro-rata basis, according to the number of hours worked per week. Employees also have the opportunity to purchase additional leave above their usual annual leave entitlements, subject to line manager approval.

Maternity, paternity and parental leave

The generous maternity, paternity and parental leave allowances exceed the statutory minimum.

Pension

The Local Government Pension Scheme (LGPS) is a contributory scheme that both employees and the employer pays into.

For more information please visit www.suffolkpensionfund.org

Flexible working

The council operates a Flexible Working Hours Scheme. This gives employees and managers more flexibility in how they work to meet their needs of the service alongside the needs of the employee. There are a variety of different options available for employees to explore, to support them in maintaining a positive work life balance.



Employee discount scheme

Council employees can get special offers on a wide range of goods and services, giving employees access to a great range of discounts on: travel bookings, high street vouchers, gift cards, cinema tickets, days out, leisure activities and your day to day spending. There is something for everyone and 1000's of ways to save through the scheme whether you like to shop in store or online.



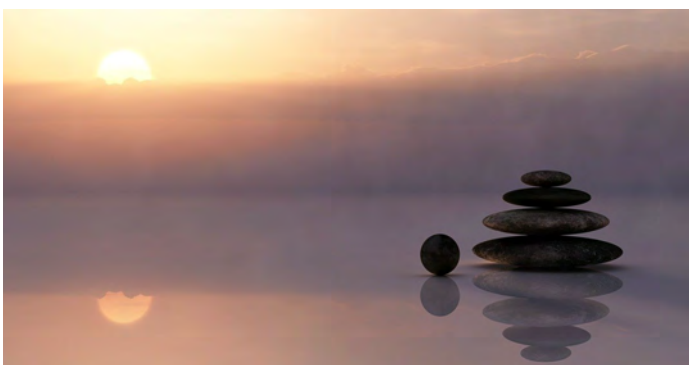
Car Scheme

A car benefit scheme is available to qualifying employees, where you get to offset some of your salary before it gets taxed in exchange for a brand new car. Your fixed monthly amount covers insurance, road tax, replacement tyres, breakdown cover, servicing, MOT and maintenance. There is no deposit required and no checks on your credit history either.



Cycle Scheme

A cycle to work scheme has been in place since 2012 and gives employees the ability to purchase a tax free bicycle on a government approved scheme, entitling you to savings of up to 32% on the price you would otherwise pay.



Health and Wellbeing

We are committed to the health and wellbeing of our staff. We offer many wellbeing initiatives, including access to trained mental health first aiders, fitness events and a free and confidential employee assistance programme which gives access to free 24/7 counselling and support, as well as education around other areas such as financial wellbeing.



Agile working and office accommodation

East Suffolk Council has purpose built office accommodation located in Lowestoft and Melton (near Woodbridge). We also have offices at the Port of Felixstowe. The offices provide flexible and open plan work space with modern ICT facilities.

Although we have fantastic office accommodation, East Suffolk Council recognises that for many of our services, the workforce does not need to be in set buildings to effectively provide services.

Therefore, we embrace the concept of agile working and homeworking, supporting the development of modern working practices and enabling our people to maximise their performance and productivity, whilst maintaining a good work-life balance. If you wish to discuss the possibility of agile working opportunities for the role you are interested in applying for, please contact the recruiting manager listed on the advert.

