

Benefits at a glance...

At Central Bedfordshire Council we value our employees. We know that our staff are our biggest asset and we are committed to attracting, retaining and developing the very best.

We have a broad range of benefits which CBC staff can access, we are confident you will find that there is something for everyone...

Financial

- **Local Government Pension Scheme** – The LGPS is a valuable part of the pay and reward package for employees working in local government and is often viewed as one of the most valuable financial rewards of the job. This is a final salary scheme which all employees aged under 75 and on a contract of over three months are eligible to join.
- **Access to salary sacrifice Childcare Vouchers** – Parents and carers can benefit from financial support towards childcare through a salary sacrifice scheme 'Kiddivouchers'. Depending on overall earnings, employees can be eligible for up to £55 per week tax free and free from national insurance contributions.
- **Personal finance advice** - All employees can access free, independent advice on their personal finances. One to one sessions usually last for around an hour and can be arranged on request.
- **Pre-retirement financial seminars** - CBC regularly hosts seminars for employees approaching retirement. These sessions offer practical, financial and emotional advice to those preparing to retire
- **Relocation allowance** - New CBC employees may be eligible to receive financial assistance with the cost of relocation. This allowance can be used to cover the expenses of legal fees, removal fees and some other associated expenses. New CBC employees may be eligible to receive financial assistance with the cost of relocation. This allowance can be used to cover the expenses of legal fees, removal fees and some other associated expenses.

Health and Wellbeing

- **Access to Private Medical Insurance** - CBC employees are eligible to sign up for private medical insurance provided by WPA. CBC's contract allows staff to benefit from preferential rates for varying levels of medical cover to suit individual needs.
- **Employee Support Service** - Employees have access to a confidential counseling service which can be accessed face to face or over the phone. We recognise the impact of pressures people face in their lives, and offer this free service to support during times of need.
- **Cycle to Work Scheme** - We want to encourage our employees to make economically and environmentally friendly choices, including on their transport arrangements. With the Cycle to Work scheme, employees can enter into a hire agreement with the Council to pay back the costs of bicycles and cycling equipment via a salary sacrifice arrangement over a 12 month period – completely tax free.
- **Leisure Centre discounts** - As part of our Leisure Management contract, we have agreed that CBC staff - and often their family members - can have access to a number of leisure centres and sporting facilities at a much reduced rate – up to 50% off!

Benefits at a glance...

Work/Life Balance

- **Flexible working** - We recognise the importance of supporting employees to balance their home and work life, and so we have a broad range of policies which give employees the flexibility to manage work duties alongside personal lifestyles and responsibilities
- **Flexitime Scheme** - We understand that 9 – 5.30 is not a working pattern that will suit everyone, and we want to help staff manage their work and personal commitments. Therefore we operate a flexitime scheme which many employees benefit greatly from.
- **Generous annual leave** - Our employees benefit from generous annual leave entitlement, which increases with length of service. Our basic annual leave allowance starts at 24 days, rising to 29 after 5 years of service and 31 after 10 years. In addition we allow many employees the option to buy an additional 5 days annual leave per year.
- **Kaarp benefits** - CBC employees can take advantage of a vast array of benefits through the KAARP benefits scheme, which provides access to special offers including money off driving lessons, reduced rate holiday insurance, discounts on theme park entry fees and much more.
- **Ford Advantage** - As a large employer, CBC's staff are eligible for three years free servicing when they buy a new car from a Ford garage.
- **Microsoft Home User Programme** - As part of our Microsoft Enterprise Agreement, CBC staff are able to take advantage of the Microsoft Home Use Programme (HUP), which offers a cost effective way for employees / members to access the latest Microsoft Software for home use.

Travel

- **Mileage related lump sum allowance** - There are a number of positions within the Council which require the post holder to undertake a significant amount of business mileage. These post holders may be eligible for a lump sum car allowance of up to £750 a year. In addition staff may claim casual business mileage rates of 45p per mile.
- **Rail season ticket loan scheme** - Employees who use rail services to travel to work may be eligible for an interest free loan to cover the value of a season ticket.
- **RAC Breakdown cover** - CBC employees and their immediate family members can benefit from up to 25% off RAC breakdown cover, year after year.

