

# **BENEFITS**

Working for Doncaster Council means you are helping to make a big difference to improving the lives of our local residents.

We want to ensure that Doncaster and its people thrive and that effective, value for money services are at the heart of everything we do.

There is no doubt that how we feel on the inside as an organisation will reflect on the outside. By nurturing a positive culture and providing an environment for all of us to perform at our very best, we can make life so much better for ourselves and our customers.

To acknowledge your commitment and contribution, we offer a wide range of benefits and rewards.

## **Pay**

We are committed to equal pay for work of equal value. Job evaluation, consistent salary levels and clear pay structures are all in place to ensure we meet this commitment.

## **Salary sacrifice**

Various schemes are in place that allow you to make payments out of your salary and save money. These include childcare vouchers, cycle to work and buy back of annual leave.

## **Pensions**

With more than 5 million members, the Local Government Pensions Scheme is one of the largest public sector pension schemes in the UK. All employees in the scheme from 1st April 2015 pay contributions using a banding system which is based on actual pensionable pay assessed each month.

## **Diversity**

We place great emphasis on diversity, recognising and valuing peoples' differences and enabling them to contribute and realise their potential. The Council has been accredited as a disability confident employer. If an applicant applies for a vacancy under the scheme and meets the essential criteria of the role they will be invited for interview.

## **Annual leave**

You are entitled to 28 days holiday a year, (pro-rata for part-time staff) plus an additional 5 days after 5 years of continuous service within Local Government. This is supplemented by eight public holidays per year.

## **Learning and Development**

The Council is committed to enabling continuous learning and development and offers many opportunities for all employees.

## **Flexible working**

The Council supports a range of flexible working options to assist employees to achieve a good balance between home and work.

## **Health and Lifestyle**

We operate a number of family friendly policies and have an Occupational Health and Wellbeing team who work collaboratively with staff to maintain a healthy workforce.