North Yorkshire County Council

Total Rewards

We want North Yorkshire to be an even better place for everyone to live, work or visit

We offer a comprehensive total rewards package for our staff, consisting of competitive pay, generous annual leave, employee assistance programme and more. We also offer various benefits via salary sacrifice, providing tax and national insurance savings of up to 40%. This brochure focuses on total rewards under NJC Terms and Conditions. Variances apply for Soulbury and JNC staff, see page 8. Staff on Teachers' Terms and Conditions have different benefits.

- Competitive Pay
- Flexible working
- Performance-based pay progression
- Salary Sacrifice Home Technology Scheme
- Salary Sacrifice Childcare Vouchers
- Salary Sacrifice Cycle to Work Scheme
- Interest-free travel season ticket loan
- Discounts on local and national retailers
- Discounted gym memberships
- Up to 33 days annual leave
- Employee Assistance Programme
- Career-Average pension scheme
- Salary Sacrifice Green Car Scheme
- Salary Sacrifice for Qualifications
- Relocation scheme
- Training and Learning
- Maternity, Paternity and Adoption leave
- Extended career break scheme

Rewarding you at work

NYCC offers market-competitive pay with annual incremental progression based on good performance. Pay levels are set using recognised job evaluation schemes, providing fairness and transparency in pay decisions. We offer unsocial hours payments for staff working regular weekends, nights and on call. We have various ways of rewarding exceptional performance:

- **Thank you payments**
- **Honorariums**
- **Acting up payments**
- **Accelerated Incremental progression**

Rewarding you outside of work

The Everybody Benefits platform gives you access to many money-saving offers and discounts at local and national retailers, including supermarkets. Savings are available on automotive, financial and professional services, entertainment, gifts, home and garden, sports, beauty and health, travel and more. You can also access local gym memberships at a discount.

Rewarding you in the future

NYCC employees are automatically enrolled into the Local Government Pension Scheme (LGPS), one of the few remaining defined-benefit pension schemes in the UK. There are many benefits to the LGPS, which include:

- On average NYCC pays over twice as much as staff towards each pension;
- you get tax relief on all your contributions;
- you can take a tax-free lump sum payment on retirement;
- each year you will build up a pension based on your pay and inflation increases will be added to ensure that your pension keeps up;
- protection should you have to retire early due to ill health;
- life cover of 3 times your pay from the first day you join the scheme;
- dependents benefits payable if you die so your pension does not die with you; and
- there are no hidden management fees or hidden costs, you simply pay a percentage of your salary.

"North Yorkshire County Council is a very rewarding place to work. I can make a real difference to the day to day lives of those in the community using my service, whilst also meeting my goals as a parent, friend and member of my own community"

Variety of career-pathways available

As a large employer, NYCC is able to offer a wide variety of career pathways for employees. With more than 200 vacancies across schools and services (on average) advertised at any one time, there are a wealth of opportunities for career development along many different pathways in the organisation.

Committed to professional development

NYCC provide a range of high quality training, learning and development interventions, linked to Council priorities, which challenge and stimulate learners. We offer training online, in the classroom, via webinars, job shadowing, coaching and mentoring.

Employees have open access in their own time to a suite of resources; watch & go videos, pocket books, learning guides, video clips; audio clips etc. You can also take advantage of a special home-use licence for Microsoft Office 2013, to help you become familiar with the software. We have worked with Microsoft to provide access to the Office Professional suite of products at a substantially reduced price of around £10.

Commuting or relocating?

Should you need to commute on public transport, we offer an interest free season ticket loan so you can spread the cost. For driving, why not consider a fuel-efficient salary sacrifice car?

If you need to re-locate or fancy moving to beautiful North Yorkshire, NYCC's comprehensive relocation scheme offers expensed relocation up to £8,000, subject to eligibility.

Salary-Sacrifice Benefits

The following benefits involve a series of deductions from your pay before tax, providing you with savings of up to 40% through reduced tax and national insurance and in some cases, pension.

Green Car Scheme

Drive a brand-new low emissions car in return for monthly salary deductions. Insurance, servicing and road tax is covered - just add fuel!

Cycle to Work Scheme

Receive a voucher for a bicycle and equipment up to the value of £1500 to be exchanged at cycle shops across the County.

Home Technology Scheme

Choose from the latest smart TVs, laptops and tablets for an affordable monthly payment.

Childcare Scheme

You could save up to £78 a month by joining our childcare voucher scheme

Qualifications

Spread the cost of qualifications related to your career through monthly payments from salary.

*All of the above subject to eligibility criteria

Rewards for well-being

Holidays

Enjoy holiday entitlement starting at 23 days rising to 33 days per year with continued service (plus public holidays). Up to 10 days extra leave can be purchased at any time. Extended unpaid leave is available for career breaks subject to business needs.

Health and Wellbeing Services

Staff can benefit from a whole range of health and wellbeing resources, including a free individual online health assessment, along with nutrition, exercise and fitness advice and resources. Free and confidential counselling services are available and able to support through a wide range of issues. Health and Wellbeing works on feedback from you, via the intranet forum to deliver health and wellbeing information, and workplace events.

Family-friendly policies

Maternity and adoption leave is available for up to 52 weeks with occupational or statutory pay dependent on length of service. Foster carers are eligible for an extra 5 days of paid leave in the first year and 2 days in successive years. Unpaid leave is available for a variety of situations. Shared parental leave and pay is available for parents within the first year of the birth or adoption. See also Flexible Working on page 10.

Flexible working at NYCC

Flexible working is available in many roles, subject to business needs and requirements. You may be able to participate in a Flexi-time scheme, home-work occasionally or vary start/finish times.

Flexi-time scheme

Home and mobile working

Varying start/ finish times

Other benefits available at NYCC

NYCC offers the best in modern technology to enable you to do your job well whether from home or the office. Most buildings across the county have WIFI for quick and easy connectivity. Depending on location there are catering facilities and free car parking. People can keep in touch using Lync messenger, and through staff forums via the intranet. Communication is key at NYCC - the Chief Executive keeps staff up to date on what's happening via a fortnightly message and welcomes feedback from all staff.

Variances applicable under Soulbury and JNC Terms and Conditions

Job evaluation does not apply to staff on Soulbury or JNC terms and conditions and annual leave entitlements differ. For further information please contact **HRSharedServiceTeam@northyorks.gov.uk**

"Everybody Benefits is a fantastic staff benefits scheme. It's my go-to place for shopping, travel and automotive needs. I have made considerable savings to date-my salary goes further for me and my family!"

Contact us

North Yorkshire County Council, County Hall, Northallerton, North Yorkshire, DL7 8AD

Our Customer Service Centre (social care enquiries) is open Monday to Friday 8.00am - 5.30pm, Saturday 9.00am - 5.00pm.

Tel: **01609 780 780** email: **customer.services@northyorks.gov.uk**
Or visit our website at: **www.northyorks.gov.uk**

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