



NORTH
YORKSHIRE
COUNCIL

1 April 2023

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. This brochure focuses on total rewards under NJC Terms and Conditions. Variances apply for Soulbury staff, see page 11. Staff on Teachers' Terms and Conditions have different benefits.

Competitive pay

Flexible working

Performance-based pay progression

Up to 34 days annual leave

Training and Learning

Extended career break scheme

Interest-free travel season ticket loan

Employee assistance programme

Career-average pension scheme

Maternity, Paternity and Adoption leave

Discounted gym memberships

Relocation scheme

Discounts on local and national retailers

Various salary sacrifice schemes

Financial wellbeing programme

Shared cost AVC Scheme

Professional fees (as applicable)

Eyecare voucher scheme

Rewarding you at work

NYC 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 weekends, nights and on call. We have various ways to reward exceptional performance.

Thank you payments

Acting up payments

Honorarium payment

Long service 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.

Discounts and savings available include supermarkets, high street and online stores, electronics, travel, dining out, gifts, health and beauty.

You can also access local gym memberships at a discount, across the county.



Rewarding you in the future

NYC employees are contractually 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 NYC 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.

There is also the opportunity to boost retirement savings through the Shared Cost Additional Voluntary Contributions (AVC) scheme. It is a shared cost arrangement, meaning both you and NYC contribute into your AVC fund, through a salary sacrifice agreement. The amount you contribute is up to you.





“North Yorkshire 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, NYC 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. NYC offers 1 paid development day to further your career within the council, as well as study leave opportunities.

Committed to professional development

NYC 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. And your professional registration fees will be reimbursed if membership is essential to your role.

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, 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.

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 low emission fuel efficient salary sacrifice car or link in with a colleague through the car sharing scheme?

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

Should you require support for a property bond, rent or mortgage deposit, an accommodation loan will provide up to £1500 to support eligible employees.

Salary-Sacrifice Benefits

The following benefits involve a series of deductions from your pay before tax, providing you with savings 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

Cycle to work provides a range of suppliers for bicycles, equipment and accessories, whilst helping save up to 43% through salary sacrifice arrangement.

Home Technology

Update your consumer technology and spread the cost and take advantage of savings on national insurance with the very best on offer from major manufacturers. Operates on windows throughout the year.

Qualifications

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

*All of the above subject to eligibility criteria



EVERYBODY
BENEFITS

“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!”



Driving benefits

NYC recognise that in order to provide services across such a broad geographical area, the need to drive for work is important to many jobs. There are a number of benefits the Council has in place for staff to access discounts for driving – these are not only restricted to work, but also for personal driving benefit:

- Low-cost loan through the financial wellbeing scheme
- Discounted car insurance and MOT/ service and breakdown cover for cars through Everybody Benefits
- Provision of a lease car for eligible frontline workers driving over 4,000 miles per annum to undertake work in the community
- Green Lease Car salary sacrifice scheme providing access to brand new full electric and low emission vehicles.
- Pool cars are available for staff who are required to drive long distances for work.
- If you use your own vehicle for work journeys you will be reimbursed at the current HMRC rate of 45p per mile and if you take your colleagues with you, there is a passenger rate on top of 5p per mile.

Liftshare enables car sharing for staff to travel to work and to appointments. It provides the platform to help people who make the same journeys together save money on commuting and business travel.



Rewards for well-being

Holidays

Enjoy holiday entitlement starting at 28 days (plus public holidays) rising to 34 days per year with 5 years continuous service. Up to 10 days extra leave can be purchased at any time. Extended unpaid leave is available for career breaks subject to business needs.

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. Up to 10 days compassionate leave is also available.

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. Employees can also access a Health Cash Plan through their employee benefits, which enables them to claim back cash for everyday healthcare costs.

Financial Wellbeing

Employees, who may be under financial strain, have support available via Salary Finance which is part of the employee benefits offer. Salary Finance have some helpful tools and budgeting tips to support financial wellbeing including:

- Affordable loans repaid through salary - Representative Rate 9.9% APR (fixed)
- Simple savings accounts where you can save straight from your salary

- Money insights, tools and tips via videos and webinars

Eyecare Voucher Scheme

North Yorkshire Council is committed to employee health, safety, care and welfare and as part of this has developed a scheme for the reimbursement of the cost of eyesight tests and spectacles (if necessary) for users of display screen equipment (DSE) and staff requiring glasses for their work activities.

This scheme can be utilised either through a Specsavers Optical Care Voucher or at a local optician.

Flexible working at NYC

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/hybrid working or vary start/finish times.

Flexi-time scheme

Home and hybrid
working

Varying start and
finish times



Diversity and Inclusion

At North Yorkshire Council, we believe in the importance and intrinsic value of a diverse and inclusive workplace, and of centring the principles of equality, diversity, and inclusion in the work we do in the community. This is reflected in our Values and Behaviours pictured.

Values and Behaviours



Employee Networks

Staff wellbeing and sense of inclusion is essential for our success as a Council, and Employee Networks are a fundamental part in ensuring staff, particularly those who are from communities that are underrepresented and/or tend to face increased barriers within the workplace, feel safe and supported to share their experiences, and empowered to create change. Each group is sponsored by a member of senior management.

Current employee networks include:

- Value in Racial Diversity Network
- Disabled Employee Network
- Pride Employee Network
- Gender Equality Staff Forum

Other benefits available at NYC

NYC 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 teams, through staff forums via the intranet and in groups on Yammer. Communication is key at NYC - 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 Terms and Conditions

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

Contact Us:

If you would like this information in another language or format please ask us 01609 780 780 or customerservices@northyorks.gov.uk



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