



# Benefits of working with City of York Council

## Annual leave

Full-time employees receive 24 days of holiday, rising to 29 days after 5 or more years of local government service, plus public holidays (usually 8 days per year). This leave is pro rata for part-time employees and may differ slightly for different groups of employees (eg teaching assistants working under the school calendar).



## Flexitime

The council operates a flexitime scheme which applies in most departments. Flexitime offers employees a degree of choice as to when they work their hours. The scheme allows an employee to create credit hours which can be taken as agreed, extra time off, when service levels permit.

## Smart working

The council has a suite of flexible working opportunities (known as smart working). The aim of such policies is to provide greater flexibility, particularly in relation to the time and location employees can work, subject to the requirements of certain jobs and services, e.g working from home, compressed hours, term time working.

## Job Sharing

Most full-time posts are open to job-sharing. This is where two people share the hours, duties of a post and also the pay and conditions. Applicants can apply for job sharing on their own and the council will make every effort to find a job-sharing partner.

## Pension

Employees are automatically enrolled in the Local Government Pension Scheme (LGPS) – an employer and employee contributory private pension scheme. Employees can also choose to opt out of the scheme.

## Family friendly arrangements

- Maternity leave - Employees get maternity leave of up to 52 weeks, regardless of service length.
- Paternity leave - Employees with more than 26 weeks service are entitled to one week's full pay paternity leave and one week's statutory pay paternity leave. Employees with less than 26 weeks service are entitled to one week's paternity leave on full pay.
- Dependant care leave - Employees can take a reasonable amount of time off work to deal with emergencies in relation to dependants. Up to 5 days of dependant care leave are available in a year.
- Adoption leave - Employees get up to 52 weeks adoption leave.
- Childcare vouchers - Depending on their circumstances, some apprentices may be eligible for childcare vouchers to assist with the cost of their childcare, giving savings of up to £1,866 per year on childcare costs.



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## Sickness payments

The period of sick pay depends on an employees' length of service and all sickness is monitored, with support offered wherever possible. Sick pay rises to a maximum of six months full pay and six months half pay after five year's service.



## Employee wellbeing scheme

This service offers both practical and emotional support to help manage any of life's challenges and difficulties, both great and small, whether they are for personal or work related concerns.

## Employee development and training

Employees are encouraged to develop skills and knowledge related to their work and career development. The Council runs a programme of in-house training and development courses and will consider further education courses.

## Adult learning

City of York employees can apply for a 15% discount of the course fee for any adult education course.

## Travel to work

There are benefits to assist in the cost of travel, whether by public transport, bike or car.

- Cycle Schemes  
Offering savings of up to 42% with tax-free savings on retail prices of bicycles and equipment, or benefit from an interest-free loan to buy a new bike and equipment.
- New Car Scheme  
A salary sacrifice scheme offered to employees to enable you to have a brand new car, with a full motor care package (insurance, breakdown cover, servicing etc), whilst saving £££'s.
- First Bus and Park & Ride ticket loans  
Employees are eligible for an interest-free loan for discounted annual passes and tickets for York First Buses. Employees can apply for an interest-free loan for the purchase of an annual Park & Ride pass.
- Train ticket loan  
Employees can benefit from the discounted travel of an annual train ticket, by applying for an interest-free loan to purchase the ticket.

## Local and national savings

Employees can receive discounts on a wide range of products and services, including local business offers and national, chain: store, restaurant, leisure, utility and holiday savings.

