



Project
Evaluate

Employee Benefits

Outlined are a mixture of contractual
and non-contractual benefits



Why Are Benefits So Important?

Benefits offer a way to attract and retain employees, contribute towards improved wellbeing, encourage the development of skills, achievements and values.

Benefits help employees feel valued while also supporting the Council to achieve its aims.



Engagement & Inclusion

Employee engagement is a key element of creating a productive and healthy workplace.



Intent to stay

Employee retention is important as it can provide stability and enhanced employee experience.



Wellbeing

Promoting wellbeing can help prevent stress and create positive working environments where employees and the Council can thrive.

For more information, please speak to your line manager in the first instance or email People Services.



Hybrid Working

Hybrid working allows employees to combine working from their base location (e.g. Phoenix House, Carlu Close) and at home. This has been shown to support wellbeing of employees. Your line manager will inform you whether your role is applicable for hybrid working. For more information, please review our [Hybrid Working Policy](#) on SharePoint.

Flexi Time

Flexi time allows employees, in agreement with their line manager, to flexible start and finish times. Should employees build hours up (i.e. working more than their contracted hours) these can be used at a later date in agreement with their line manager. For more information, please review our [Flexi-Time Guide](#) on SharePoint.



Generous Annual Leave

Employees with less than five years' service will now receive 26 (192.4 hours) days annual leave plus bank holidays. Those over five years' service will receive 29 days (214.6 hours) annual leave plus bank holidays. This is a minimum of six days more than the statutory requirement for annual leave. Annual leave listed is pro rata for part time employees and can vary upon role (e.g. Director). For more information, please review your Statement of Particulars.



Buying Additional Annual Leave

Employees can request additional leave on top of their annual entitlement. In essence, these would be taken as unpaid leave as the cost to the employee for each day is equivalent to one worked day. You can use these extra days however you wish and should you buy five days or more, you can spread the cost. For more information, please review our [Unpaid Leave Policy](#) on SharePoint.



Generous Pension Contributions

Employees will be automatically enrolled in the pension scheme operated at the Council. The Career Average Revalued Earnings (CARE) scheme is managed by Peninsula Pensions.



Death in Service

If you are part of the Pension Scheme in operation at the Council (Peninsula Pensions) and you die whilst in employment with the Council, your next of kin will be entitled to a lump sum payment that is equivalent to three years pay. There is no minimum service level for this to be applicable.

Free Parking on Site

Regardless of which location is your base location employees can access free parking on site during working hours. Depending upon your location you may require a parking permit. For more information and any requirements (e.g. a parking permit) for parking please speak with your line manager who can also confirm the location of where you can park on site.

Cycle to Work Scheme

The Council offers employees the ability to access bicycles through a Cycle to Work scheme. This is through salary sacrifice and is up to a maximum of £2,000 (subject to affordability).





Continuous Service

Your previous employment with eligible public sector organisations (like the NHS or other councils) can count towards your benefits. This continuous service can give you enhanced entitlements such as more annual leave, greater sick pay and provides day-one right to redundancy.



Long Service Award

Employees that reach long service milestones are applicable to receive a long service payment award.



Sickness Scheme

As will be outlined in your Statement of Particulars your maximum sickness scheme varies by length of service, moving to a maximum of six months full pay and six months half pay after five years of service. For more information, please review your Statement of Particulars and our [Sickness Absence Policy](#) on SharePoint.



Eyecare Voucher

Applicable employees can access a free e-voucher that will entitle them to a full eye test and discount on spectacles. These vouchers are only valid at Specsavers.

Discounted Leisure Membership

Employees can access our leisure facilities at Active Crediton (Lords Meadow), Active Cullompton (Culm Valley), and Active Tiverton (Exe Valley) at a heavily discounted rate to the normal monthly membership fees. Facilities include swimming pools, gyms and saunas. For more information, please contact the specific site you wish to attend.



Click on the icons above to visit the centre webpage(s)

Virtual Medical Care

This is a free service available to employees, their partners and children under 18 or under 23 if they are in full time education*.

Virtual Medical Care lets you connect with healthcare professionals at a time that suits you. You can reach them through your phone, tablet, or computer without leaving your home.

- **GP Consultation:** Speak to a doctor 24/7.
- **Expert case management:** For complex or long-term health problems, get a second opinion by a specialist on your existing diagnosis or treatment plan.
- **Virtual Physio:** Connect with licensed UK physiotherapists through video calls to get expert treatment without needing a GP referral or visiting a clinic (this service is not available to children).

*The individual using the service also needs to be a UK resident and registered with a UK General Practitioner (GP).



Employee Assistance Programme (EAP)

Our current EAP provider is Workout Solutions which is a separate organisation to the Council. Workout Solutions offer free short-term counselling and emotional & mental wellbeing support to employees at Mid Devon District Council.





Commitment to Personal Development

At the Council we are committed to developing employees. We provide a mixture of in-house and third-party training, as well as a suite of e-learning that is available 24/7.

Paid Professional Membership

The Council is committed to supporting employees with professional memberships. Therefore should you have a professional membership that is a requirement for the role you are employed for, this will be paid by the Council.



Enhanced Maternity Leave

Applicable employees can receive six weeks maternity pay at 90% of normal earnings and a further 12 weeks at 50% of normal earnings (plus statutory maternity pay, capped at normal pay). After this, 21 weeks are paid at the prevailing government rate for statutory maternity pay and a further 13 weeks unpaid leave is available. For more information, please review our [Maternity Policy](#) on SharePoint.



Enhanced Paternity Leave

Applicable employees can receive two weeks enhanced paternity pay at 100% of normal earnings. For more information, please review our [Paternity Policy](#) on SharePoint.



Christmas Club

Employees can, through an agreed deduction made after tax, save money through our Christmas Club scheme. The first deduction will be made from an employee's November pay. The final deduction will be taken from the employee's October pay. The amount saved will be paid back in the following November's pay. The deductions are taken after tax so the amount given back will not have any tax deducted. Interest made by the Council from this scheme is paid to charity.

For more information:

Please speak to your line manager in the first instance
or email People Services.