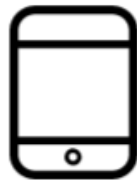

Your **Employee Benefits**

Lincolnshire County Council Employee Benefits Brochure



Employee Benefits

EmployeeBenefits@lincolnshire.gov.uk

Updated August 2019

Introduction on behalf of the Corporate Leadership Team (CLT)



At the core of Lincolnshire County Council's culture is the value we place on our workforce, your skills, knowledge, experience and contribution to the communities you serve.

These employee benefits are our way of giving you an additional thank you for your hard work. Many of them offer valuable discounts and we also provide professional support.

Please take the time to browse this brochure and make yourself familiar with what is available to you.

Debbie Barnes
Head of Paid Service on behalf of CLT

Your Employee Benefits at a Glance

Financial

- Tax-free bikes for work scheme
- Discounted bus ticket scheme
- Car contract hire scheme
- AVC pension contributions
- Civil Service Sports Council sports and leisure Membership
- Sodexo Benefits System
- Leisure Centre and gym membership discounts
- Lincolnshire car sharing scheme
- Lincoln BIG parking
- Vodafone advantage scheme
- Skypark Secure discounted airport car parking

Support and development opportunities

- Lincs2Learn
- Career progression
- Employee support and counselling service
- Flexible working arrangements and leave provision



Cyclescheme (Salary Sacrifice Scheme)

Enables you to hire a bike to commute to work or between meetings tax free, which can save you up to 50%. Paid for upfront by the council, a hire agreement will allow you to use the bike for travelling to work with monthly payments that are exempt from tax and national insurance contributions via your salary. Employees can also take advantage of [Pool Bikes](#) around Lincoln. Please visit <http://george/section.asp?docId=105750&catId=35010> for more information.



Discounted bus season ticket scheme

Staff can buy an annual season ticket from Stagecoach and pay for the ticket at a discounted rate through monthly pay deductions. This generates considerable savings compared with buying tickets on the bus. Please visit <http://george/section.asp?docid=45647&ovt=1n> for more information.



Car contract hire scheme

This offers all the advantages of having a vehicle without the hassle and maintenance costs of owning it. Eligibility subject to minimum business miles travelled. Facilitated via salary deduction. Please visit <http://george/section.asp?docid=96658&ovt=1> for more information.



Long service awards

LCC recognises and shows appreciation of long and loyal serving employees by awarding a certificate and gift. Awards are given for 20, 30 and 40 years continuous service with Lincolnshire County Council or its predecessor authorities. In addition five years' service is recognised with the awarding of an additional 5 days leave per annum. Please visit the <https://www.lincolnshire.gov.uk/jobs/manuals/employment-manual/pay-allowances-and-benefits/long-service-awards/58712.article> for more information.



AVC pension contributions - Prudential

Additional Voluntary Contributions (AVCs) are payments you can accrue to provide additional benefits to your Local Government Pension Scheme (LGPS). Payments are paid monthly from your salary. Please visit <http://www.wyph.org.uk/Member/Active/AboutYourPension/PayingExtra/AVCs/AVCs.aspx> for more information.



Civil Service Sports Council Sports and Leisure Membership

The employee benefits provided by CSSC Sports and Leisure to the Civil Service are available to LCC employees.

Established over 100 years ago to provide health and leisure benefits to Civil Service employees, CSSC Sports and Leisure are now established as a standalone not-for-profit organisation with over 120,000 members nationwide.

You can become a member of CSSC Sports and Leisure for just £3.95 a month (paid by Direct Debit). Moreover, up to 3 of your friends and family can join CSSC and link with your membership – they'll get the same benefits of membership as you!

More information about membership with the CSSC can be found in the CSSC brochure on the George Employee Benefits home page [Employee Benefits](#)

Sodexo Benefits System

Sodexo are one of the UK's leading experts in employee and consumer engagement. The Council will launch a new benefits system run by Sodexo on the 2nd September 2019. We're excited to work with Sodexo as they offer exclusive discounts at six major supermarkets, over 100 high street chains, 26 restaurant chains, over 42 entertainment venues, and lots of independent stores too – that's over 130,000 locations across the UK!

The entire portfolio of employee benefit services will be accessed through one online platform to make it quick and easy to access the best deals for you.



1Life Leisure Centres – LCC employees can access 1Life Leisure Centres with a 20% reduction on fitness membership fees. On production of your LCC ID you can take advantage of this corporate discount at the following leisure centres:

- Bourne Leisure Centre
- Market Deeping Leisure Centre
- Stamford Leisure Centre
- Grantham Meres Leisure Centre

Sites at Sleaford and North Hykeham are now being managed by GLL. Sites at Spalding and Long Sutton will be managed by Parkwood Leisure from March 2019. Please enquire at



sites about discounts.

Lincoln Dean's Sport and Leisure Centre

Dean's Sport and Leisure Centre at Lincoln College offers a 20% discount on their Premium membership. This includes the fitness suite, group exercise classes, spa, climbing room and racquet sports facilities.

More information about these deals can be found in the brochures on the George



Yarbrough Leisure Centre – Active Nation

With proof of your employment with LCC, you can receive a corporate discount on the premium membership at Yarbrough Leisure Centre.

Included within this discounted membership is unlimited use of the gym at the Yarbrough and Birchwood facilities, unlimited access to over 100 exercise classes, and unlimited use of the swimming pool.



Lincolnshire car share scheme

For those who use a car to travel to work, Lincshare is a matching service partnering employees with others on your route to reduce fuel and car parking costs. Those who car share are invited to apply each year for a limited number of free parking spaces on the Newland Lincoln campus. Please visit <http://george/section.asp?docid=45649&ovt=1> for more information.

Lincoln BIG Parking: cost effective parking

Thanks to Lincoln Business Improvement Group, employees can park more cost effectively in Lincoln city centre. The scheme allows you to park in a

variety of city centre car parks at a reduced rate. Please visit

<http://www.lincolnbig.co.uk/member-deals/lincoln-big-parking-deal> for more information.

LCC Vodafone Advantage Scheme

With the LCC Vodafone Advantage Scheme, employees can get exclusive discounts on their mobile phones, tablet and iPad prices and plans. The scheme applies to employees who are new to Vodafone, or an existing customer eligible for an upgrade.

On offer is:



- 15% off SIM only plans – 12 month contracts
- 15% off all other handset, iPad and tablet plan – 24 month contracts
- Savings of nearly £200 on average over the life of your plan
- Choice and flexibility – buy through any Vodafone store, the online shop or over the phone
- It's easy to get the discount – employees can sign up within 30 days of buying or upgrading

The Vodafone Advantage Scheme allows you to pass on these exclusive discounts to five of your friends and family too.

Further information is available in our Vodafone brochure available on the George Employee Benefits home page.



Skypark secure airport car parking

LCC employees can save up to 30% on over 300 parking services at 28 UK airports, including East Midlands, Leeds Bradford and Robin Hood Airport, as well as major airports such as Heathrow, Gatwick and Stansted. This exclusive deal also allows employees access to free cancellation cover.

Further information is available in our Skypark brochure on the George Employee Benefits home page.

Stokes Café at The Collection Museum and Art Gallery Lincoln – 15% discount on production of your work ID.

Other discounts - Both national and local businesses often recognise the contribution public sector workers make by offering discounts. Don't be shy, ask nicely, show your work ID and don't be offended if the answer is no.

Salary sacrifice - Please be aware that in some circumstances if you are receiving salary sacrifice benefits your salary may be recorded as lower than the stated salary for your post and this may impact on payments such as maternity or contributions for some pension schemes e.g. NHS pension. If you are in the Local Government Pension Scheme your pension will be based on your full salary before any deductions for salary sacrifice are made.

Support and development opportunities

Lincs2Learn



Lincs2Learn is the council's online learning management system, which brings a host of learning activities and resources direct to your home or work computer, giving you the power to take control of your own development

You can use Lincs2Learn to book onto face to face training events as well as to access online learning modules.

With the Grow Yourself suite of learning programmes, access courses such as personal development, developing your potential, improving confidence and assertiveness and managing yourself and time.

Managers can develop their competencies through the Leadership and Management programmes, and there are courses for Best Practice, Information and Technology and courses developed for specific Service Areas.

Please visit <http://lincolnshire.learningpool.com/> for more information.

Career progression

We support our employees by developing skills, knowledge and behaviours that will support them in their chosen career path. Our annual appraisal process culminates in a development plan for each individual. Where relevant to the role, we will consider funding professional qualifications and one professional subscription per annum for our employees. Many of our employees have had varied careers with us having taken advantage of vacancies and secondment opportunities to

develop. All our vacancies are advertised at <https://jobs.lincolnshire.gov.uk/home.html>.

Employee support and counselling service

A confidential employee support and counselling service is available to LCC employees, providing professional advice and support for difficulties that you may face either at work or home.

Please visit <http://george/section.asp?docid=118709&ovt=1> for more information.

Flexible working arrangements and leave provision

LCC provides a wide range of flexible working arrangements and leave provision to support you throughout your career.



- Adoption Leave
- Agile Working
- Annual Leave / Bank Holidays
- Compassionate Leave
- Compressed Hours
- Disability Leave
- Election Duty Leave
- Five additional days leave after five years' service
- Flexible Retirement
- Flexible Working
- Flexi-leave
- Job Sharing
- Maternity and Shared Paternity Leave
- Purchasing Additional Annual Leave
- Reservist Deployment
- Study Leave
- Special Leave
- Term Time Only Working
- Trade Union Duties Leave



While some will require a match with business needs to be approved, we encourage everyone to make themselves aware of the possible options available when faced with changing circumstances and to discuss these with their line managers.

For more information see the relevant policy documents in The Employment Manual on the LCC website. Please visit <https://www.lincolnshire.gov.uk/jobs/manuals/employment-manual/>.

