

EMPLOYEE BENEFITS SUMMARY

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| Annual Salary | Paid monthly on or around 23 rd of each month. |
| Local Government Pension Scheme (LGPS) | Career Average DB Scheme with Employee and Employer contributions. |
| Life Assurance (where a member of the LGPS) | 3 x annual salary. |
| Private Medical Health Insurance | For employee and partner for employees graded Band C and above. Employees can upgrade to family cover at their own cost. |
| Lease Car Scheme | Available where employee required to frequently use a vehicle for business purposes, or to employees graded Band C and above. |
| Car Cash Alternative | For employees graded B and C or above, who do not wish to participate in the Lease Car Scheme. |
| Annual Leave | Entitlement up to 29 days per year but dependent upon grade and length of service. |
| Purchase of Additional Annual Leave | Within agreed limits. |
| Relocation Package | Up to £8,000, where agreed. |
| Payment of Professional Fees | Where applicable |
| Training and Development | |
| Interest Free Travel Loans | Available after probation period |
| Flexible Working Arrangements | Available for most roles, but dependent upon business needs. |
| Volunteering Leave | Up to 2 days per year. |
| Discounted Shopping and local shopping discounts | Via the ECC Reward Hub. |
| Dental Health Plan | Available at corporate rates. |
| Employee Assistance Programme | Via an in-house provider. |
| Childcare Vouchers | Via Salary Sacrifice for those currently in a similar scheme. |
| Cycles to Work | Via Salary Sacrifice. |
| Charitable Giving | Via payroll deduction. |
| Microsoft Office Home Use Programme | |
| Bus fare discounts | 10-15% - Depending on duration of season ticket |
| Train fare discounts | 10-15% - Depending on duration of season ticket |
| Car share scheme | |