

## **CASTLE POINT BOROUGH COUNCIL**

### **EMPLOYEE BENEFITS**

#### **Flexible working hours under the Flexi-time scheme (with the exception of shift workers)**

Standard working hours are 08.45 to 17.15 Monday to Thursday and 08.45 to 16.45 on Friday with one hour lunch daily. Lunch breaks are unpaid.

#### **Leisure Facilities**

The Council provides free staff membership at Waterside Leisure Centre for use of the swimming pool and fitness suite (not classes) to improve the health and wellbeing of staff working a minimum of 15 hours per week. Use of the swimming pool also free at the Runnymede Leisure Centre with access to the fitness suite at lunchtimes only.

#### **Car Parking**

Free on-site car parking is currently available for employees at all of the Council's places of work.

#### **Membership of the Local Government Pension Scheme**

The position offers membership of the Local Government Pension Scheme. You will automatically become a member of the Local Government Pension Scheme upon taking up your appointment unless you choose to opt out. Employees wishing to opt out must contact Essex Council County Pension Service for an opt out form. Your contribution towards the scheme will be in accordance with the following table:

Please note that the following pay ranges will apply to contribution rates with effect from 1<sup>st</sup> April 2023.

<b>Actual Pensionable Pay</b>	<b>Employee contribution rate</b>
£0 to £16,500	5.5%
£16,501 to £25,900	5.8%
£25,901 to £42,100	6.5%
£42,101 to £53,300	6.8%
£53,301 to £74,700	8.5%
£74,701 to £105,900	9.9%
£105,901 to £124,800	10.5%
£124,801 to £187,200	11.4%
£187,201 or more	12.5%

Further details on the Pension scheme are available from the following website:  
**[www.essexpensionfund.co.uk](http://www.essexpensionfund.co.uk)**

#### **Eye Test**

Subsidised Eye Test and contribution to spectacles needed for DSE use available every 2 years for display screen users.

**Annual Leave**

Minimum 23 days annual leave plus two statutory days to be taken at Christmas, rising to 26 + 2 days after 5 years of local government service.

**Post Entry Training**

Opportunities are available to all employees to undertake appropriate courses of study and training, at all levels, subject to finance being available and the approval of terms by their Head of Service.

**Professional Subscription**

The Council will pay one annual subscription to an appropriate professional body if required for the post.

**Vine Extras**

Discounts and cashback deals for major retailers including supermarkets and high street stores are available to staff via an online portal.