

Benefits for Employees





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Welcome to Denbighshire County Council ***An Excellent Council, Close to it's Community***

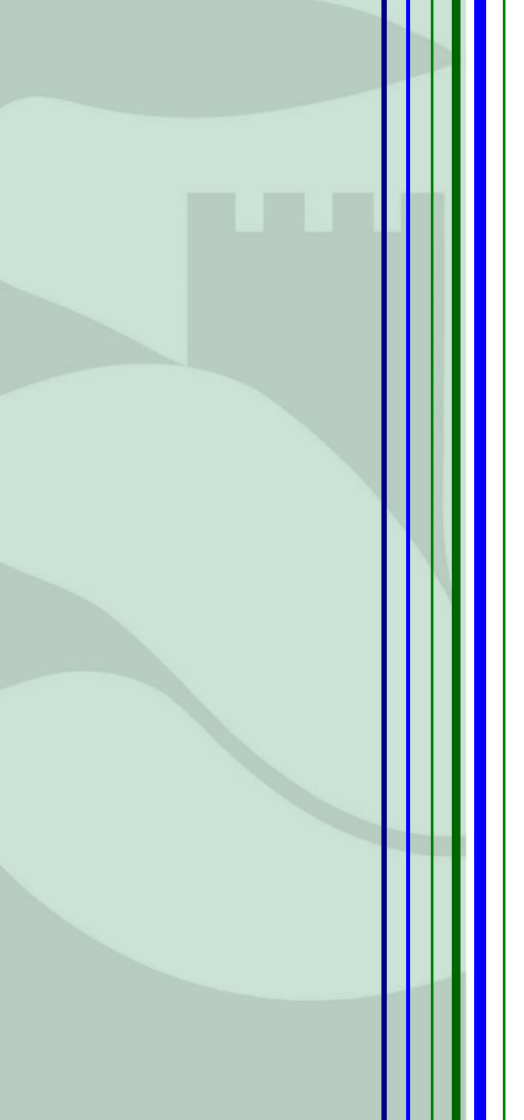
Values: Pride, Unity, Respect, Integrity

Principles: High Performance, Transparency, Accountability

About Denbighshire County...

The County of Denbighshire, in North Wales stretches from the coastal resorts of Rhyl and Prestatyn in the north, through the Vale of Clwyd, over the panoramic Horseshoe Pass into the picturesque Dee Valley. The bustling town of Llangollen is home to the annual International Music Eisteddfod and on the edge of the recently designated Work Heritage Site of Pontcysyllte Aqueduct and Llangollen canal.

Clwydian Range and Dee Valley Area of Outstanding natural Beauty is the scenic frontier of North Wales, embracing some of the UK's most wonderful countryside. The Clwydian Range is an unmistakable chain of purple heather-clad summits, topped by Britain's most dramatically situated hillforts. Beyond windswept Horseshoe Pass over Llantysilio mountain, lies the glorious Dee Valley with historic Llangollen, a famous transport route rich in culture and industrial heritage.

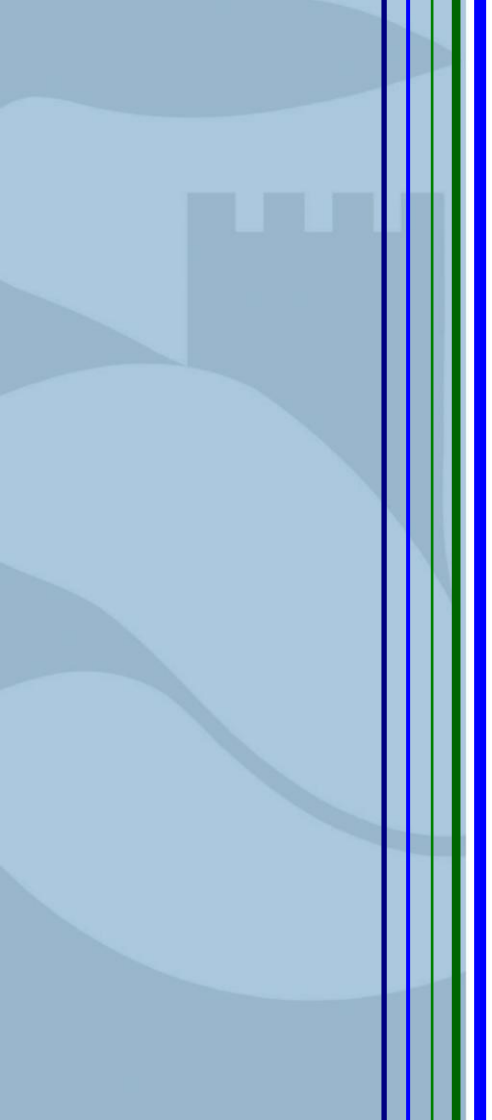


Offa's Dyke National Trail traverses this specifically protected area, one of the least discovered yet most welcoming and easiest to explore of Britain's finest landscapes.

Nature, history and people have made Denbighshire distinctive. Three characteristic landscapes created by nature, the Coast, the Uplands and the contrasting river valleys await exploration here, along with the changes made to them by the countless generation of the inhabitants and invaders. Here, nearly 250,000 years ago, lived the first known people of Wales.

The later hillforts and mysterious sacred landscapes of Prehistoric Denbighshire are still spectacularly visible. People as well as nature created the distinctiveness of Denbighshire and maintain it still. Romans and Britons, Welsh and English and Normans, Cavaliers and Roundheads all in turn disputed what became known as the 'Perfeddwlad' – 'the Middle Country or 'Lands Between' – the borderlands between the Welsh principalities of Gwynedd and Powys, and more crucially between England and the Snowdonian heartlands of North Wales. A wealth of castles – English and Welsh, famous and lesser-known, chart the ebb and flow of these long wars.

The story of historical Denbighshire is likewise chronicled in this heritage of legend-haunted holy wells and characteristic churches, many of them rebuilt in the Tudor period, when Denbighshire



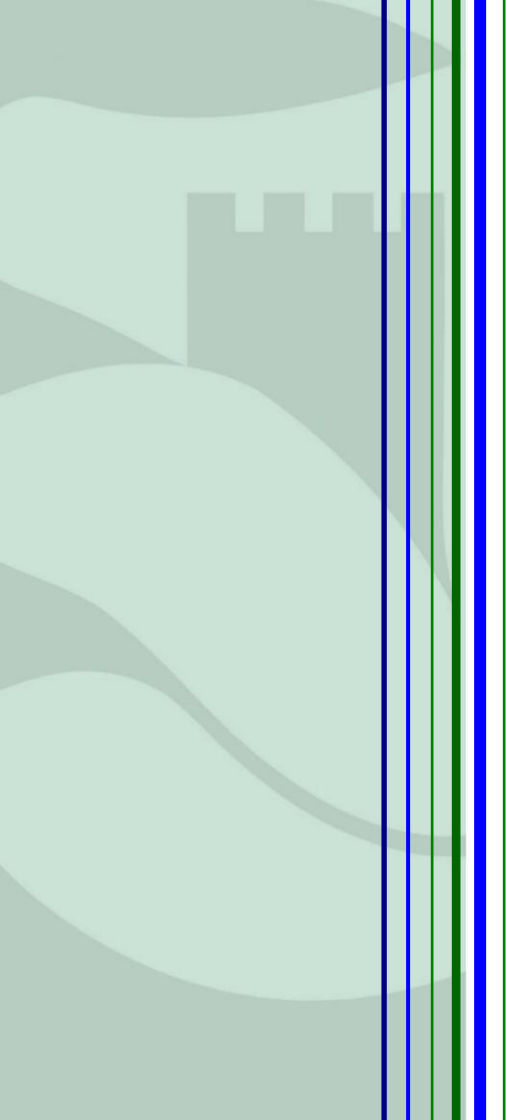
became the prosperous and cultured Power-house of Renaissance Wales. Historic town houses all help to tell Denbighshire's story, picturesque villages and varied historic houses all help to tell Denbighshire's story; and though the Industrial Revolution sits lightly on the modern county, its industrial heritage can still be traced, often amid the now peaceful setting of its country parks and outstanding landscapes. Legends, curiosities, and links with famous people all add to Denbighshire's character. So too does the fact that both Welsh and English are spoken in its towns and villages, for both nature and history have ensured that Denbighshire remains the most distinctively Welsh of the eastern 'border' counties.

To sum this up in a phrase, Denbighshire is a beautiful County.

Working for Denbighshire County Council...

In choosing to work for Denbighshire County Council you will join an organisation which offers a comprehensive benefits package, open communication, strong leadership and a commitment to employee development.

We strive to create a work environment in which communications are open, responsible and credible, based on a sense of mutual trust. Every employee is valued by the authority and deserving of dignity, respect, trust and fair treatment.



Denbighshire County Council recognises that in order for you to be happy, you need to feel motivated, satisfied and to have a good work-life balance. Therefore, we have put together this small booklet of information as a general quick-guide to the benefits and Schemes that maybe available to you, should you choose to work for the authority.

Benefits

Emergency Leave – Family/Domestic Crisis

When there is an emergency of a personal or domestic nature you will be granted reasonable time off without pay to deal with the situation

Flexible Retirement

Denbighshire County Council offers a Flexible Retirement plan for employees who are over 55. Eligible staff have the right to request to change the nature and intensity of their work and receive accrued pension benefits, whilst continuing in employment and building up further benefits in the scheme. This enables staff to ease into retirement.

Flexible Working

We seek to provide a flexible working environment for our employees which will help them to achieve an appropriate work life balance, whilst meeting the needs of our customers.

Flexi time is a benefit to many employees in our administrative centres. The scheme enables staff to manage their work-life balance flexibly whilst still recognising the needs of their service.

Give as you Earn

You can choose to give an amount of your pay on a monthly basis to any charity or charities you choose. The Council will deduct the amount you request from your gross pay (i.e. you do not pay tax and National Insurance on the amount).

Home Working

Home Working is a form of flexible working, and is an arrangement where in some jobs the individual's home is their place of work for some or all of their working week.

Managing Carers Needs

Denbighshire County Council recognises that you may have caring responsibilities that have a substantial impact on your life outside of work and is committed to working with you to help maintain a work life balance. The Council can work with you to examine what adjustments can be made to you role (either long term or short term) to facilitate the pressures you are facing.

Pension Scheme

Denbighshire County Council automatically enters staff into the Local Government Pension Scheme. The Local Government Pension Scheme is an excellent scheme and some of the benefits are highlighted below:-

- A tax free sum lump of up to 25% of the total value of your benefits
- Early payments of benefits if you have to stop work permanently due to ill health
- Death in service grant which covers 3 times your annual salary

Purchasing Additional Leave

Employees of the council can purchase up to 2 months of additional leave per year with manager agreement (which equates to 40 working days, pro rata'd for part time staff).

Unpaid Leave

The council recognises that you may need a period of time off work, to be used for travelling, long-term carer needs, voluntary work or undertaking education or training for example. If the timing fits with the operations of the Council, you may be able to take an unpaid career break.

Health and Wellbeing

Active Workplace

Denbighshire County Council offers a variety of services and opportunities to its employees to encourage and promote an active workplace.

Medicash

Medicash offers a range of affordable Health Care Plans, Cash Plans, Medical Plans and Dental Plans designed to help with the rising cost of everyday healthcare. Medicash members can claim cash benefits for such healthcare as optical care, dental treatment, diagnostic tests and chiropody.

Occupational Health Service

The authority has an internal Occupational Health Team. They offer support and assistance by providing a counselling service, physiotherapy service, Display Screen Equipment checks, periodic health checks and ideas on getting active, eating healthy and general well being.

Time Off for Medical Appointments and Screenings

The council will credit you with the time if you have to attend a hospital appointment. If you are pregnant and attending antenatal appointments or if you are attending routine cancer screening you will be credited with this time.

Welsh Hospitals Association

Welsh Hospitals Association (WHA) are a 'not for profit' organisation which operates a range of low cost healthcare schemes to help its members with the everyday cost of staying healthy, e.g. dentist, optician, physiotherapist and members can claim cash benefits for optical care, dental treatment, physiotherapy, osteopathy, maternity for example. In addition there are cash benefits for each day spent in hospital and children under the age of 18 are covered by some of the benefits for no extra cost.

Pay & Leave

Adoption Leave

If you decide to adopt a child, you are eligible to a period of adoption leave up to maximum of 52 weeks. This is made up of 26 weeks ordinary adoption leave and 26 weeks additional adoption leave. When a couple adopt, only one individual will qualify for adoption leave and pay. The other individual will be able to take Maternity Support Leave. Adoption leave and pay can now be shared between two adopting parents if one of those who are adopting returns to work early.

Allowances

Denbighshire County Council offers many types of allowances depending on the type, hours, and pattern of work. Some examples are Travel & Subsistence, Overtime, Sleep-In, Fire Warden, Honorariums, Standby, and Disturbance.

Annual Leave

Employees of the council get a minimum paid leave entitlement of 24 days (pro rata for part time staff). Depending on your length of service, this increases to 31 days. The council also allows employees to carry over 5 day's annual leave from one leave year to the next.

Compassionate Leave

Denbighshire County Council offers compassionate leave of up to 3 days following the loss of a close family relative.

Disability Leave

Disability leave enables you to adjust to changes caused by the development of a new disability, or to manage an existing disability. If you should need to take disability leave, you will remain on full pay and your absence will not be recorded as sick leave

Maternity Leave

Expectant mothers may be eligible for 52 weeks Maternity Leave in total and enhanced maternity pay is available.

Maternity leave and pay can now be shared **with the father, or partners of those giving** birth of a child, if the mother or adopter returns to work early – this is called Additional Paternity Leave.

Maternity Support Leave

Maternity Support Leave will be granted to the nominated carer of the expectant mother at or around the time of the birth or adoption. A nominated carer is the person that will assist the mother in the care of the child and support the mother.

Paternity Leave

An employee who has responsibility for bringing up a child, including the biological father, the mother's husband or partner (including same sex couples), is entitled to take up to 2 weeks off work as Paternity Leave. This is made up of 1 week Statutory Paternity Pay, and 1 week unpaid.

Learning and Development

Appraisals

You will have the opportunity to discuss your career and personal development with your line manager at your annual Appraisal. Whatever your role with Denbighshire County Council you can influence your own career progression according to your capabilities and ambitions. The aim is to develop our employees so both you and the Council continue to flourish.

Induction

The council operates an Induction Programme for all new employees, so that you can find out all the information you need to know about the council, as well as being able to understand how your role plays a part in the bigger picture.

In-House Training Courses

Denbighshire County Council offers a wide variety of in-house courses for employees, including our Management Development Programme.

Study Support

Employees who are studying for qualifications may be entitled to study and exam leave. This varies for the level and type of qualification.

HR Direct



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Customer Services



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