

What do our employee benefits look like for an employee of our One Team?

This is Sam, Sam has worked for South Norfolk and Broadland District Councils for 6 years in a variety of different teams and roles. Sam earns £32,393 per annum in their current role.

Sam needed new glasses for using a computer whilst at work. Sam saved £25 by getting a free eye test using the Councils employee benefit. Sam also saved 10% on a new pair of glasses using the scheme.

During a period of sickness Sam utilised the Councils Employee Assistance Programme. Sam also had eight private professional counselling sessions paid for by the Councils.

Sam needed a new car so utilised the Councils car lease scheme. Sam received a brand- new car for £320 a month, including road tax, insurance and services covered, and saved money on tax and NI.

Sam enjoys cycling both to work and at weekends. Sam purchased a £2,000 bike using the Councils Cycle to Work scheme. Sam paid back £111 a month for 18 months interest free, and saved money on tax and NI.

Sam loves going to the theatre, Sam used the Councils Norwich Theatre discount to book the best tickets 72 hours before the public and save £4.80 per ticket.



Sam wants to build a pension pot, on top of the 15% employer contributions Sam uses the Councils AVC scheme to pay 3.5% as an extra employee contribution into a pension pot.

Sam likes to go to the Gym after work, Sam uses the Councils discounted staff gym membership to use any of the 5 centres for £24.75 a month.

Sam has a musculoskeletal issue, the Councils pay for and provide 5 sessions of physiotherapy treatment for Sam.

Sam spends £125 on a weekly shop, using one of the Councils 5% retailer discount codes, Sam saves £326 per year on the weekly shop.

What do our benefits mean per annum?

- Eye test and glasses discount- £45
- Counselling sessions £800
- Car lease saving £576 per annum.
- Cycle to work saving £264 per annum.
- Theatre discount for 10 tickets £48 per annum.
- Gym discount £99 per annum.
- Physiotherapy sessions £450
- Retailer discount £326 per annum.

Salary including benefits- £35,001 per annum.

- 15% employer pension contribution, £4,859 per annum.
- 8.5% employee pension and AVC contribution, £2,753 per annum.

Pension contribution including additional benefits- £7,612 per annum.