

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

**This is Charlie, Charlie has worked for South Norfolk and Broadland District Councils for 8 years in a variety of different teams and roles. Charlie earns £19,100 per annum in their current role.**

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Charlie is an armed forces reservist, in order to complete training, the Councils offered 10 days paid special leave each year. This saved Charlie £733 due to the leave being fully paid by the Councils.

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As part of their role Charlie wanted to complete some CPD to help them with their career. The Councils paid for Charlie to complete their CIPD level 3 professional qualification which cost £1,999.

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Charlie recently moved house and needed to do some DIY. Charlie utilised one of the Councils 10% retailer discount cards saving £200 on new flooring and tools for their new house.

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Charlie enjoys going on holiday, Charlie used the Councils travel offers to save on their holiday. Charlie saved:

- 20% on their public transport to and from the airport, totalling £19
- 10% on their car hire, saving a total of £120
- 10% on their hotel, saving a figure of £80.
- 14% on experiences and attractions, equalling £37



Charlie had an accident whilst out exercising with friends. Charlie subsequently suffered a broken leg so was off sick for 10 weeks. Due to length of service, the Councils absence policy allowed for Charlie to have a maximum 156 days at full pay and 156 days at subsequent half pay whilst off. Charlie's full pay for the 10 weeks meant they received £3,663 full pay during this recovery period.

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At the end of next financial year Charlie receives a 'GOOD' end of year rating in their performance review. In line with the Councils performance related pay scheme Charlie receives a £300 consolidated payment, added to their annual salary.

## What do our benefits mean per annum?

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|--------------------------------|---------------------------|
| · CPD - £1,999                 | · Holiday Discount - £256 |
| · DIY Retailer discount - £200 | · PRP Scheme - £300       |

## Salary including benefits- £21,855 per annum.

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- Armed Forces Special Leave - £733
- Enhanced Sickness Leave - £3,663

## Total sickness/special leave savings - £4,396 per annum.

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