

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.

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.

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.

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.

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.

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?

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

Salary including benefits- £21,855 per annum.

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

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