**Childrens Services Directorate**

**Employee Value Proposition for Social Workers**

We aim to create an inclusive working environment where everyone can achieve a healthy work/life balance. We are serious about our responsibility for personal and professional development and look to ensure that staff are equipped with the skills, knowledge and experience to succeed. The Councils Benefit Package is designed to boost and maintain the health, wellbeing and general quality of life of all our staff.

**Security and support at work**

We offer a wide range of benefits, to ensure that staff are paid fairly for the work they undertake and have the flexibility to enjoy a great work/life balance. We offer:

* A competitive salary package, including a career progression scheme
* A range of flexible working options, including flexitime and home-working, dependent on service requirements
* A generous holiday allowance and special leave provisions
* The Local Government Pension Scheme
* A comprehensive Employee Assistance Programme – whatever life throws at you, we are committed to supporting you
* Bullying and Harassment and Dignity at Work policies to protect your everyday working life

**Your professional future**

We invest in our staff, to enable them to develop personal and professional skills and progress in their Social Work Career.

All new employees receive a comprehensive induction, training and development programme, with regular opportunities to update their skills and achieve their full potential. We welcome fresh thinking, recognise real talent and encourage innovation and ingenuity.

We train staff at all levels. We have a huge range of training opportunities, through the Centre for Professional Practice Service. We encourage and support Continual Professional Development, with opportunities to attend external training, secondment opportunities, and earn extra qualifications through the Apprenticeship Levy.

**A summary of all benefits for staff are included on the following page:**

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| **Social Worker Salary Range**  **1.0 Social Worker Salary Range**  Grade 8 SCP24 £33,024– SCP 27 £35,745  Grade 9 -SCP28 £36,648– SCP31 £39,186  Grade 10 -SCP32 £40,221– SCP35 £43,421  Paid Monthly – Last Thursday  of each Month | **Annual and Other Leave Provision**  29 x Days plus public holidays (Increasing to 33 days – after 5 years service)  Local Government Sickness Scheme - Up to 6 Months Full Pay plus 6 Months Half Pay | **Family Friendly Policies**   * Agile Working, * Flexible Working, * Maternity Leave; * Adoption Leave; * Shared Parental Leave; * Parental Leave; * Paternity Leave; * Maternity/Adoption Support Leave | **Career Development Progression**  The progression process is to be used to make judgements about whether a worker has met the criteria to be progressed through the Social Worker Grading Structure | **Notice Provision**  **Notice Provision**  Grade 8 – 1 Calendar Month  Grade 9 – 2 Calendar Months  Grade 10 – 2 Calendar Months |
| **Local Government Pension Scheme**  The largest Public Sector Pension Scheme in the UK | **Cycle Purchase Scheme**  Salary Sacrifice Purchase Scheme | **Leisure Centre Benefits**  **Leisure Centre Benefits**  Subsidised Leisure Centre Membership | **Child care Vouchers**  Salary Sacrifice Purchase Scheme | **KAARP Discount Benefits**  100's of discounts on shopping, entertainment, holidays and much more |
| **PayCare Health Scheme**  **PayCare Health Scheme**  A number of Plans are available to suit individual requirement | **Staff Counselling Service**  **Staff Counselling Service**  Confidential staff counselling is available for all staff and can support with work related and personal issues. | **Standard Working Hours**  37 Hours per Week | **Overtime/Weekend Working /Night working/ Shift Working**  **Overtime / Weekend Working / Night Working / Shift Working**  In accordance with the Councils Collective Agreement | **Standby and Call-Out Arrangement**  **Standby and Call-Out**  In accordance with the Councils Collective Agreement |
|  | **Car Allowance**  **Car Allowance**  Casual User Allowance – 45.0ppm | **User Friendly IT Equipment**  **Use Friendly IT Equipment**  Provision of Essential IT Equipment to undertake roles | **Relocation Package**  Up to £7,500 tax free |  |