

Employee benefits

 <p>Pay (competitive pay with annual pay reviews and movement through pay points)</p>	 <p>Learning and Development</p>	 <p>Career progression (including coaching and mentoring)</p>	 <p>Flexi hours (flexible start and finish times with ability to build up hours to take time off)</p>	 <p>Flexible working (i.e. compressed or part time hours)</p>
 <p>Hybrid working</p>	 <p>Local Government Pension Scheme (defined benefit scheme)</p>	 <p>Free parking</p>	 <p>CSSC membership (for public sector workers which includes English Heritage membership for a small monthly cost)</p>	 <p>Electric Vehicle salary sacrifice including home charger</p>
 <p>Bonus days (annual leave includes two bonus days for public sector workers, one fixed at Christmas and one free to take any time)</p>	 <p>Employee Assistance Programme (Free 24/7 confidential counselling and support service)</p>	 <p>Cycle to Work scheme (including electric bikes with up to 18 months to repay)</p>	 <p>Enhanced Family Leave Payments (Maternity, paternity, shared parental, neo-natal and adoption)</p>	 <p>Recognition Scheme (personally thank colleagues and recognise diversity)</p>
 <p>Retailer Discounts (instant access to discounts with high street retailers, supermarkets and much more!)</p>	 <p>Locally negotiated discounts (including The Ashford Cinema and the Ashford Designer Outlet)</p>	 <p>Staff charity (giving something back to our community)</p>	 <p>Savings and loans (payroll deduction scheme with local community bank)</p>	 <p>Support Groups and Special Interest Groups (run by staff)</p>
 <p>Health care (contributions towards flu vaccinations & payroll deductions available for Benenden Health with benefits for friends and family)</p>	 <p>Staff events (quarterly staff events to socialise and celebrate our achievements)</p>	 <p>Wellbeing/Inclusion (yearly planner of comms and events to focus on wellness and for everyone to feel like they belong)</p>	 <p>Volunteering scheme (up to 3 days per annum pro rata to volunteer in the borough)</p>	 <p>Essential car user scheme (relevant roles)</p>
 <p>Work experience (scheme for relatives/friends of employees)</p>	 <p>Enhanced sick pay</p>	 <p>Eye tests (reimbursement of eye tests and contribution towards glasses for VDU use)</p>	 <p>Death in Service benefit (2 x salary plus 3 x salary if in pension scheme)</p>	 <p>Gym membership (discounted gym membership options at three local leisure centres)</p>
 <p>Recruitment support (Relocation allowance and support with overseas sponsorship)</p>	 <p>Holidays (minimum of 20 days plus 2 bonus days plus bank holidays with up to 4 extra days depending on grade and 5 extra days after 5 years of continuous service)</p>		 <p>Centrally located (modern office with free tea, coffee and milk, directly opposite the train station and near the town centre)</p>	

*Some of these benefits may be role dependent.