

Employee Benefits – For Recruitment Purposes

Vodafone

We've partnered with Vodafone to bring an exclusive offer to employees and up to five family members or friends. You need an SIC email address and you need to be a new Vodafone customer or be ready to upgrade. Find out more at:

www.vodafone.co.uk/vodafone-advantage/index.htm

Pension Scheme

When you are issued with a contract of employment with the Council, you are automatically enrolled in the Local Government Pension Scheme.

If you have any pension questions, email pensions-financeservices@shetland.gov.uk, or phone 01595 744644

Teachers are members of the Scottish Teachers' Pension Scheme administered by the Scottish Public Pensions Agency.

Leisure Card

Council employees can join Shetland Recreational Trust's Corporate Leisure Scheme offering a saving of 35% across a range of subscription choices. You can pay by monthly direct debit or an annual fee. Get more information at any SRT facility or at www.srt.org.uk

Workforce Development

We are committed to supporting the continuing personal and professional development of our workforce. We commit to growing our own talent and offering opportunities that enable individuals to develop their full potential.

Opportunities include:

- E-learning
- Classroom training courses (on and off island)
- Qualifications
- Self-directed learning
- Conference attendance
- On-the-job training
- Work shadowing/secondments
- Mentoring/workplace coaching

All employees should discuss their performance and development needs with their manager at least once per year.

Childcare Vouchers

The Council offered a childcare voucher scheme through Sodexo Motivation Solutions UK LTD until it closed to new members on 5th October 2018. The Council will continue to administer the scheme to existing members. This allows parents to take part of their salary, exempt from tax and National Insurance Contributions, to put towards the cost of registered childcare.

If you have any questions about Childcare Vouchers, please contact the Customer Care Team on **0800 328 7411** quoting the Council's Contract Reference No. 130598 or email customercare.engage.uk@sodexo.com and they will be happy to help. Alternatively if you require information on Tax-Free Childcare please visit www.childcarechoices.gov.uk

Cycle to Work Scheme

Introduced to help promote healthier journeys to work and reduce pollution and congestion. Funding is available annually to support employees signing up to this Tax and National Insurance Free Scheme in conjunction with our partners Sodexo Motivation Solutions UK LTD to purchase bikes and equipment.

Find more information and to register your interest at <https://www.salaryplus.co.uk/shetlandcouncil> then select either "cycleplus" or "cycle2work" where you can view the FAQs.

If you have any questions on this scheme contact the Cycle Team on **01908 303 498** or text "cycles" to **81025**.

Ford Advantage Programme

Via Jim's Garage, Lerwick, exclusive offers when purchasing a new Ford car (excludes commercial vehicles). Find out more at <http://crm.jimgarageford.co.uk/index.php/ford-advantage>
The password is **Advantage1**

Work Life Balance and Family Friendly Policies

We have various policies in place to support employees in their work life balance and family commitments, for example:

- Family Leave guidelines (including Maternity, Shared Parental, Adoption and Ordinary Parental Leave)
- Flexi time, depending on the needs of the service
- Flexible Working Options, depending on the needs of the service
- Job Share
- Remote Working
- Special Leave
- Annual Leave and Public Holidays

Distant Islands Allowance

An allowance is applied in addition to hourly pay (pro rata), in line with the guidance received.

For queries on any of these initiatives, schemes or policies you can visit the Council's intranet or contact HR by emailing sichumanresources@shetland.gov.uk or phone 01595 744032