

Our Benefits

Opportunities for personal development

Your management and leadership development needs will be reviewed on arrival in post. A development plan will then be tailored to your individual needs and may include further leadership training, specialist conference attendance and opportunities to utilise a coach or mentor if needed. Annual appraisals are used to support ongoing development. In addition a wide range of face to face and e-learning courses are available for you to book directly via our online portal.

Flexible working Warwickshire has a strong flexible working ethos and believes in focusing on outcomes. Through taking this approach we welcome flexible working including a commitment to home working with technology to support this, job sharing and part time arrangements.

Car Allowance You will be reimbursed for business mileage and are required to make a vehicle available for business use.

Relocation Allowance If you are required to move home as a result of your appointment you can request assistance with relocation expenses. The relocation allowance is designed to offset expenses involved in relocation such as removal, legal and estate agents fees, temporary lodgings etc.

Annual Leave Our annual leave is generous. The longer you work for us the more annual leave you are allocated. The leave year runs from 1 April – 31 March. For employees contracted to work 52 weeks per year, your annual leave entitlement is as shown in the table. (Grade M SCP 39 – 41.)

Spinal Column Point or equivalent	Period of continuous service at start of leave year		
	Up to 4 years	Over 4 years and up to 10 years	10 years and over
SCP 4 - 21	23	28	28
SCP 22 - 28	24	28	29
SCP 29 - 40	25	30	30
SCP 41 - 49	27	30	31

The above entitlement is in addition to Bank Holidays and other public holidays. Plus all staff are given an extra days holiday over Christmas!

Bupa Cash Plan Although health expenses such as dental and optical treatment can be routine, the associated costs will often come at inconvenient times. Bupa Cash Plan_ can help you by sharing the cost of a wide range of routine and other healthcare expenses. Plus children are included at no extra cost.

Staff Lifestyle Discount Portal You'll have access to over 8500 offers and discounts from the UK's most popular retailers and service providers. With up to 15% off high street brands. Employees can save well over £20 a week (£1,000 a year) using lifestyle; without changing normal shopping habits.

Other benefits In addition to the above we offer a competitive benefits package that includes:

- Access to the local government pension scheme
- A range of Family Friendly policies and flexible working arrangements
- A child care voucher scheme
- Excellent induction arrangements
- Generous contractual sick pay scheme
- A "green transport" policy including car sharing scheme, pool transport and a cycle scheme
- Occupational health support
- Free eye tests and contributions towards glasses for DSE requirement.