

# Employee Benefits Statement

There are many good reasons why working for East Sussex Fire & Rescue Service makes sense. As well as the more obvious ones such as job satisfaction, competitive pay and great terms and conditions, there are also lots of other benefits which make us an employer of choice. We've listed a few below:

## **Health & Wellbeing**

### **Access to a full range of Occupational Health services**

The in-house service provides a full range of services to staff including pre-employment screening, health surveillance and advice and support on general health & wellbeing issues.

### **3 yearly nurse led health screening for operational staff**

These are mandatory for operational staff to ensure you are fit & healthy to perform the role

### **Wellbeing engagement visits**

As part of Health Fitness and Wellbeing provision in collaboration with ONE YOU East Sussex all staff, subject to NHS Health Checks criteria can access the additional provision of health screening assessments.

### **24/7 Employee Assistance Programme**

This service is available 24/7 and provides a psychological support and counselling service. It includes telephone, online and face to face counselling, advice about work or non-work issues, medical advice along with a website with useful resources.

### **Physiotherapy referral service**

Confidential referrals are made via Occupational Health to an external physiotherapy provider, who have clinics across Sussex. Referrals are for acute injuries and priority given to those caused in the workplace.

### **Use of onsite gym facilities**

Every fire station and our Service Training Centre has a fully equipped gym which is free to use. HQ has a shared gym facility which is operated by Sussex Police where a small charge of £60 per annum is required. Most workplaces have qualified Fitness Advisors who can advise on diet, exercise and nutrition.

### **Wellbeing Hub**

The Service has a fantastic Wellbeing Hub available to all staff on the intranet site. The site provides information on support available to staff and help us maintain and improve wellbeing. You'll find useful tools and resources to help support overall wellbeing, including mental and emotional health, physical health, financial and workplace wellbeing, plus ways of exploring how you can improve personal resilience and self-care.

### **Safe & healthy workplaces with support from the central Health & Safety Team.**

We pride ourselves on providing safe & healthy workplaces, which are inspected and maintained to a high standard. A central health & safety team provides support to local workplaces to ensure these standards are maintained.

## **Cycle to work Scheme**

The Cycle to Work Scheme is a Government backed initiative that enables you to obtain a bike and/or cycling accessories to use for riding to work whilst making tax and National Insurance savings from your gross pay. You choose your perfect combination of bike and accessories and then rent the equipment through salary sacrifice from East Sussex Fire Authority

## **Home & Family**

### **Minimum of 25 days leave plus statutory holidays**

Holiday entitlement is dependent on your role and length of service.

### **Opportunity for flexible working subject to role**

There are a number of shift patterns which operational staff work. Support staff also work a flexi scheme, which allows flexible working around core hours and all office based staff have the technology to split their time between working at home and the office.

### **Access to childcare salary sacrifice scheme**

The current **childcare voucher** scheme has been **replaced** with tax free **childcare** allowing parents a payment of up to £2,000 per child up to the age of 12 years old (4,000 if registered disabled and under the age of 17). Each working parent can save £933, the savings are doubled to £1,866 for parents who both work.

### **Provision for paid/unpaid special leave**

We realise sometimes in life, emergencies crop up which you may need to take some time off work to deal with. Special leave allows for such eventualities and may be paid or unpaid depending on the circumstances.

### **Generous maternity, paternity and adoption leave**

Based on length of Service and eligibility, employees can attract 9 months paid maternity/adoption leave comprising 12 weeks at full pay plus 12 weeks at half pay plus 15 weeks Statutory Maternity Pay. 2 weeks full pay is given for paternity leave.

### **Career break options**

Career breaks (unpaid) of up to 12 months are available to all staff

## Training & Development

### **Comprehensive induction programme for all new staff**

To make sure you settle in and feel welcome, you will receive a comprehensive induction into the organisation, including an introduction to the main departments and their roles.

### **Training and Development framework to ensure staff are supported in role**

We have a Training & Development framework which ensures that you receive the right training you need to perform your role. These are over and above your role specific training and include such things as health & safety, first aid, diversity, management development and project management. Access to apprenticeships for all staff are available.

### **Rolling Review (appraisal)**

We think it's important that everyone has an appraisal with at least quarterly check-ins. This is the opportunity to not only review your performance but also to discuss wellbeing and career aspirations to enable you to develop yourself or your role.

### **Professional Development**

Staff are encouraged to apply for secondments both within the Service and externally. Professional development (incl. through apprenticeships) is actively supported to ensure individuals can continue to grow within their role. We also pay professional membership fees where that membership is an essential requirement of the job..

## General

### **Access to occupational pension schemes with excellent benefits and generous employer contributions**

<b>Feature / Benefit</b>	<b>Pension Schemes</b>	
Scheme Section	LGPS 2014	FF 2015 CARE Scheme
Member Contributions	5.5% – 12.5% (depending on rate of pensionable pay)	10% – 14.5% (depending on rate of pensionable pay)
Pension	A career average pension worth 1/49th of annual pensionable pay	A career average pension worth 1/59.7th of annual pensionable pay
Retirement Lump Sum	Can commute up to 25% of your pension	Can commute up to 25% of your pension
Normal Retirement Age	Linked to state pension age (minimum age 65)	Age 60
Death in Membership Lump Sum	equal to 3 x pensionable pay at date of death	equal to 3 x pensionable pay at date of death

### **Generous sick pay provision**

These are set nationally and are dependent on your role. Operational staff benefit from six months full and six months half pay. Support staff also benefit from six months full and six months half, however this is dependent on length of service.

### **Free onsite parking where available**

There is a points based application for car parking passes at HQ.

### **Access to a variety of benefits & discount schemes**

There are various benefits and rewards which are available to staff. Some are part of national "blue light" schemes; others are locally negotiated.

### **Access to the Sports and Social Club**

Being a member of the Sports & Social Club brings lots of benefits. You can join numerous clubs such as cycling, climbing & mountaineering, sailing or fishing if you fancy taking it easy. There are also rewards and benefits linked to club membership.

### **Firefighters Charity support available to all staff, including family**

The Firefighters Charity are a national charity who provide support & rehabilitation in times of need, for all members of the Fire Service, retired staff but also their families. You don't have to be a firefighter to access the charity.

### **Long service award scheme**

Because we are a good employer and look after our staff, they tend to stay with us for a long time. To recognise their hard work and dedication, we run a long service award scheme. Watched by their friends and family, staff with whom meet the appropriate length of service are presented with their long service medal and certificate at an annual awards ceremony.

### **High levels of job satisfaction and respect within the community**

Our staff are proud of the job they do and the service we provide. Irrespective of your role, we are all part of the team who help our community when they need us most, and that's really rewarding