

## EMPLOYMENT MATTERS COMMITTEE

### EMPLOYEE BENEFITS

#### 1 Employee Benefits

1.1 Our Employee Benefits can be found on our medspace page [titled staff support and benefits](#). Our benefits to staff cover:

- Care first (includes access to counselling)
- Eyecare voucher scheme
- More4you (discount scheme)
- Money Helper (money and pension advice)
- Civil Service Sports Club (discount and activity scheme)
- Timeout Sports and Social Club (discount and activity scheme)
- Dell/Microsoft office (discount schemes)
- Carshare scheme
- Scooter and motorcycle interest free loan scheme
- Bicycle interest free loan scheme
- Bus and rail season ticket loan scheme
- Cheaper bus travel with Arriva
- Local Government Pension Scheme
- Special leave provision
- Flexible working
- Career break scheme
- Flexible retirement
- Assisted car purchase/lease schemes
- Tusker (car salary sacrifice scheme)
- Savings on courses with Medway Adult Education
- Staff forums (Wellbeing Champions, Black, Asisan and Minority Ethnic forum, The Disabled and Carers Network, Gender Equality Forum, Lesbian, Gay, Bisexual, Trans and Questioning Forum, Medway Makers Engagement Champions and the workplace Chaplain – all faiths)

## 2 Employee Value Proposition



- 2.1 The Employee Value Proposition (EVP) sets out a summary of the significant benefits individuals can receive in exchange for choosing to work for the council.
- 2.2 Employment contract sets out a number of explicit terms such as salary, annual leave entitlement, special leave provisions, maternity and paternity provisions etc. However, there are also a range of implied terms that are not set out in writing but will nevertheless form part of the 'deal' between employer and employee. These are the added 'extras' an employee may expect in return for working with an employer and these form the Employee Value Proposition.