



Our South Tyneside - A place where people live healthy, happy, and fulfilled lives

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Staff Benefits and Rewards

What makes South Tyneside unique?

South Tyneside has a fascinating past, inspirational present and an exciting future.

Immersed in history and yet bursting with contemporary energy, South Tyneside offers a diversity of breathtakingly beautiful beaches, family fun, a heritage that is both ancient and deeply enriching, and a mix of bustling towns and villages.

With cultural hotspots and a fabulous, year-round programme of events, South Tyneside has something for everyone.

Not to forget some of the country's finest award winning curries, fish and chips and ice-cream!

Not everyone, when they think of South Tyneside, will think of sleepy country villages. But away from the town centres of South Shields, Jarrow and Hebburn, you can find hidden gems from Boldon to Cleadon and back up to Whitburn.

Located in the heart of North East England, you can quickly access the A19 and the A1 which connects the area to Yorkshire, the Midlands, the South of England and Scotland to the North.

By train, you can be in London in less than 3 hours and Edinburgh in one and a half. Flights are available to over 80 destinations from the region's International Airport, including London, Dubai and Amsterdam.

South Tyneside is on the Tyne and Wear Metro network, which delivers over 40 million passengers to their destination each year. A ferry which connects South Tyneside to North Tyneside and a regional bus network.

South Tyneside has some of the most competitive housing prices in the UK, making the cost of living more affordable and a work / life balance more achievable.

Being on the outskirts of three big cities – Newcastle upon Tyne, Sunderland and Durham – South Tyneside is ideally located within easy reach of the hustle and bustle of city life but with the serenity of wide open spaces and award-winning beaches.

The beach life that South Shields provides enables workers and families to enjoy the sand or surf minutes after leaving the office or school playground.

Under fresh political and officer leadership the Council is already high performing across many areas.



Benefits and rewards whilst working for South Tyneside Council.

We offer a comprehensive total rewards package for our staff, consisting of competitive pay, generous annual leave, pension scheme and more. We also offer various benefits via salary sacrifice, providing tax and national insurance savings of up to 40%.

As an employer of choice, we make sure that our employment policies and practices are always up-to-date. Benefits of working for us include:

Annual Leave

Entitlement to annual leave is dependent upon your job grade, length of service and hours worked. The annual leave year starts from the 1st of the month in which you were born and entitlement can range between 26 days up to 32 days per year, plus all public bank holidays.

Other Leave

As well as maternity, adoption, paternity and parental leave, you have access to a range of additional leave benefits including maternity support leave, special leave, compassionate leave and stuck not sick days.

Work Life Balance

The Council is committed to promoting work life balance and has many schemes that employees can make use of. These include flexi time, flexible working, job sharing and emergency time off work.

An employee wellbeing survey highlighted that flexible working is important to our employees. If your post is deemed suitable for flexi time, you could work between 6am – 10pm Monday to Friday, subject to agreement with your line manager. There is no expectation to work longer or later hours, this is about making work, work for you and to support caring responsibilities, decrease commuting pressures and support a better work life balance.

Hybrid Working

We believe that work is what you do, not where you do it; subject to your role being suitable, we support hybrid working from home as well as working in other locations in the borough as necessary to meet your needs and the Councils.



Pension Schemes

Local Government Pension Scheme

Unless you are employed on a contract of three months or less, you will automatically join the Local Government Pension Scheme (LGPS). This is a Defined Pension Benefit Scheme and your contribution rate depends on how much you are paid, but it will be between 5.5 and 12.5% of your salary. When you retire your benefits can include an index linked retirement pension and a tax-free lump sum. The scheme also provides for ill health and death benefits.

Visit the website - www.twpf.info

Teachers' Pension

If a person is involved in a role that is predominately a teaching role, is 16 or over and is not over 75, then they should be enrolled into the Teachers' Pension Scheme. This applies equally to people working full and part-time.

Your contribution rate depends on how much you are paid but it will be between 7.4% and 11.7%

Visit the website: Teachers' Pensions (teacherspensions.co.uk)

Equality Diversity and Inclusion

We are passionate about equality, diversity and inclusion (EDI) and want to provide a safe working environment where everyone feels they can bring their authentic self to work.

We are committed to progressing this initiative with staff to create an inclusive culture that equally values everyone. We aim to make equality and diversity a strategic function in all that we do, through open, honest and transparent progress for the benefit not only of South Tyneside Council but the communities we serve. We want to ensure that every individual feels comfortable at work and everyone feels proud to work here.



Training

We have a positive policy towards identifying and meeting the training needs of all its employees. Accordingly, it is a condition of employment that employees are prepared to participate in any training and development courses which are felt to be appropriate to their needs and the requirements of the role. Most training needs will be met within the organisation however you may be required to attend job related short courses.

In addition 'Our Council' Learning and Development Programme gives all employees access to a range of modules and qualifications which will help to support professional and personal development.

Organisational Development (OD) is at the heart of 'Our Council' change programme and as part of this we have strengthened our package of learning and development and wellbeing support to enable everyone to be the very best they can be.

Health and Wellbeing

Occupational Health

The Occupational Health Service is delivered by a team of professionals who carry out a wide range of employee services including clinical assessments, medicals and health surveillance.

The Occupational Health Team also provide on site clinics to provide advice on smoking cessation, alcohol consumption, diet and exercise and carry out blood pressure checks. Advice can also be given on travel health, stress management and a range of other topics.

Counselling

The Council also operates a confidential counselling service, where employees can self refer and be supported through personal or work related issues affecting their mental health.

Physiotherapy

As an additional well being provision a physiotherapy service is available for all staff.



Employee Wellbeing

We recognise the importance of promoting and maintaining the physical and mental health, safety and wellbeing of our workforce and the positive impact this will have on both individual and organisational performance. We are committed to providing a range of support and opportunities to enable our employees to maintain their health, wellbeing and safety whilst at work.

Employee Wellbeing Group

We have an established Employee Wellbeing Group, the main purpose of which being to drive forward the delivery of the Employee Wellbeing Strategy and develop other initiatives that will help to enhance the health and wellbeing of our employees. This will ensure that our employees are empowered to continue to look after their own health and wellbeing.

Part of our commitment is to carry out an Employee Survey which includes employee wellbeing enabling our employees to help shape future initiatives to ensure we continue to support our workforce's health and wellbeing on all levels.

Travel

There are lots of ways we are helping you to make an informed and smarter choice about the way you travel to and from work. This includes:

Cycling

We have a range of facilities including secure or sheltered bicycle parking facilities, lockers for personal belongings such as helmets and shower/changing facilities to support employees who choose to cycle either for or to work.

Cycle to Work Scheme

We offer employees a cycle to work scheme, to encourage more physical activity and as a financial incentive as its deducted from the salary after tax. Bikes, accessories and safety equipment can be purchased through the scheme. This is in partnership with Cyclescheme.

Electric Pool Cars

We have electric vehicles that staff can use to undertake Council business.

Network Travel Ticket

To reduce congestion, pollution and travel costs, we are able to offer all staff an option to purchase a Network TravelTicket. It can be used on most bus services, on the Metro system, the Sunderland to Blaydon rail line, and the Shields Ferry and you can tailor the number of zones to your individual travel needs. You will save money and you won't have the hassle of renewing your pass every month!

Corporate Metrosaver

This solely covers all zones - the option that offers maximum value for money.

The Council will give you an interest free loan to buy your season ticket at a discount and you won't have the hassle of renewing your pass every month.



Metro Business Passes

Colleagues based at a number of Council Offices can benefit from free travel on the Metro for council business. The Metro Business Passes can be used Monday to Friday, 9.30am until 5pm while on Council business. It allows you unlimited travel across the whole Metro system, and it is also valid on the Shields Ferry and on the Sunderland to Newcastle rail line.

POP Pay As You Go (PAYG)

Pop Pay As You Go (PAYG) is the smart way to pay for public transport in North East England. Simply top up your Pop PAYG card and use it to pay for your journeys as you make them.

More information about PAYG cards - Pop Pay As You Go | nexus.org.uk

Car Lease Scheme

South Tyneside Council employees can benefit from a new Car Lease Scheme which is available through salary sacrifice.

The Salary Sacrifice Scheme provides staff with an excellent opportunity to benefit from savings by agreeing to 'sacrifice' (or give up) a portion of salary in exchange for a brand new, fully-maintained, taxed and insured car for 3 years (other periods can be arranged) at a fixed monthly amount. No deposit is needed.

NHS Fleet Solutions

NHS Fleet Solutions are the leading salary sacrifice provider for cars in the NHS and wider public sector. Through the Council's, and the NHS's buying power, NHS Fleet Solutions is able to secure car leases at the most competitive price.

Other Benefits

Reserve Forces Policy

We recognise the valuable contribution that members of the Reserve Forces (Reservists) can make to the UK Armed Forces, their communities and the civilian workplace. The Council operates a Reserve Forces Policy to support both employees who are Reservists and their managers and sets out how we will support them whilst employed by the Council. We will ensure that employees who are Reservists do not suffer any detriment during employment and outlines the commitment and procedures to following for those who are mobilised and then return to work.

Childcare Benefits Scheme

The Childcare Benefits Scheme allows employees who are legally responsible for caring for a child up to the age of 15 (16 if your child has a disability) to save money on their registered childcare.

The scheme operates through a salary sacrifice agreement where up to £55 a week can be sacrificed directly from salary to the childcare provider and employees don't pay tax or National Insurance Contributions on the amount sacrificed.



Corporate Leisure Membership

All staff can become a corporate leisure member with access to all six of our leisure facilities.

- Haven Point; Hebburn Central; Jarrow Community Pool; Jarrow Focus; Monkton Stadium and Temple Park Centre

You can choose from any three membership options:

- Duo Activity; Multi Activity or Joint Membership (for 2 people in the same household)

Home Technology

The Home Electronics salary sacrifice scheme allows you to save money on home technology and spread the cost, with no deposits or hidden payments.

You can have access to over 5,000 products including:

- Laptops
- Desktop computers
- Tablets
- Televisions
- Smart technology
- Games consoles
- Domestic Appliances

Airport Parking

Council employees can receive a discounted deal on holiday parking at Newcastle Airport.

EE perk

You can take advantage of a fantastic discount on your personal contract. You're entitled to 20% off the monthly rental of a new pay monthly plan, every month, for the duration of the contract. Plus, this offer can be extended out to up to 5 of your friends and family. Included within the offer is:

- Phones
- Tablets
- SIM only
- Mobile broadband

Dell Advantage

Dell Advantage for employees allows you to purchase Dell products with special discounts that are not available to the general public:

5% off Inspiron

10% off all XPS, Alienware, Inspiron Gaming, monitors and projectors

20% off all other accessories (bags, keyboard, mice etc.)

These offers can be combined with Dell's weekly deals for even greater discounts.

Hilton Honors

As a public sector employee, you're entitled to an exclusive 30% off the best available bed and breakfast rate at weekends, and 20% off Hampton by Hilton hotels.