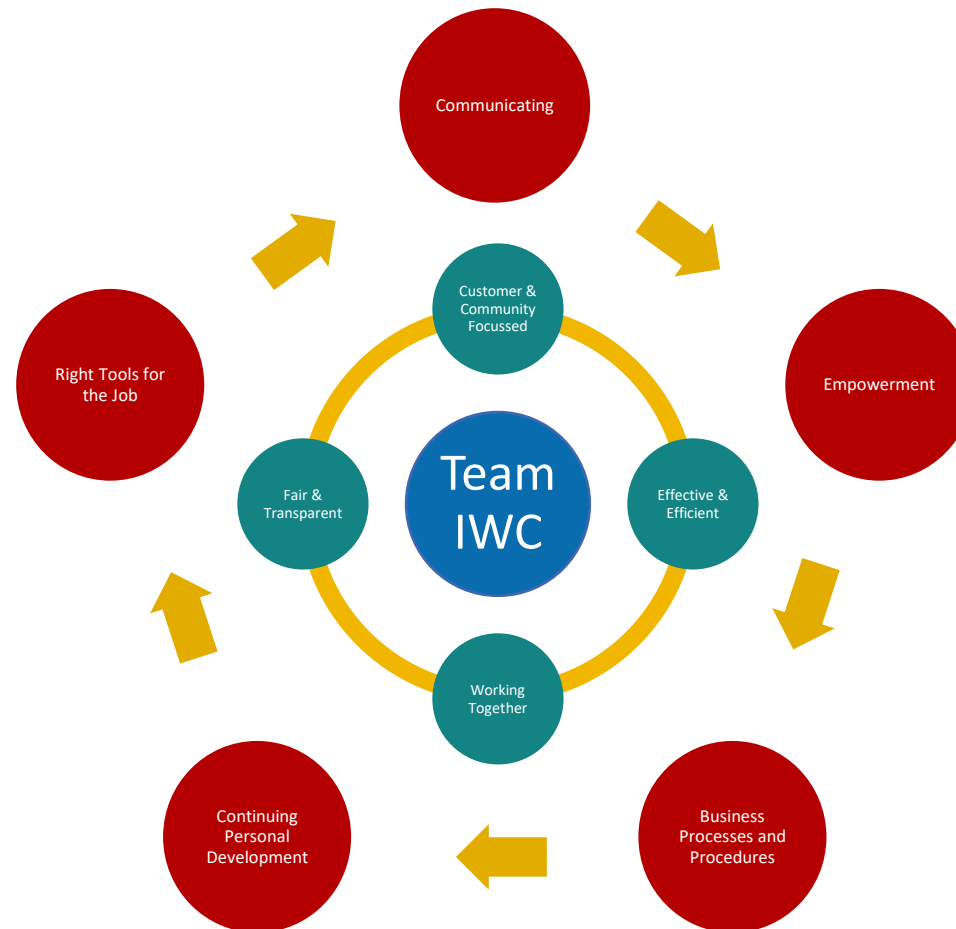


Our Employment Offer

A great employer that staff can feel proud to work for



Our vision is for the Isle of Wight to be an inspiring place in which to grow up, work, live & visit

Reward & Benefits

- Competitive rates of pay
- Generous annual leave allocation
- Local Government sick pay scheme
- Local Government pension scheme
- Relocation incentives
- Staff discount & benefits schemes
 - Solent ferry travel discounts
 - Island bus network discount
 - Staff parking permit scheme
 - Discounts from local businesses
 - Public sector benefits scheme
 - Discounted sports & leisure gym membership
 - Access to private health care packages
- Salary Sacrifice
 - Cycle to work Scheme
 - Addition voluntary contribution (AVC) Pension Scheme

Health & Wellbeing

- Employee assistance programme
- Access to counselling services
- Wellbeing portal & health e-Hub mobile app
- Mental health First Aiders
- Occupational health service
- Flexible working opportunities
 - Flexible working hours
 - Agile working
 - Part time work
 - Flexible working hours arrangements
 - Career break scheme
 - Flexible retirement
- Additional annual leave purchase scheme
- Special leave arrangements
- Occupational maternity pay scheme
- Paternity leave
- Adoption and parental leave

Investing in You and Your Future

- Induction programme
- Annual performance appraisal – the good conversation
- Digital E-learning system
- Career development pathways
- Internal development opportunities
- Secondment opportunities
- Apprenticeships
- Coaching & Mentoring
- Supported learning & training
- Leadership & management programmes

Values & Culture

- Values and behaviour framework
- Employee Recognition
 - Staff annual awards ceremony
 - Staff thank you scheme
- Employee Engagement
 - Believe In Great (BIG) cultural change plan
 - Staff Surveys - annual & pulse
 - Staff & manager forums
 - Weekly staff newsletter
 - BIG Ideas scheme
- Diversity & Inclusion
 - Disability Confident Employer
 - Age Friendly Charter