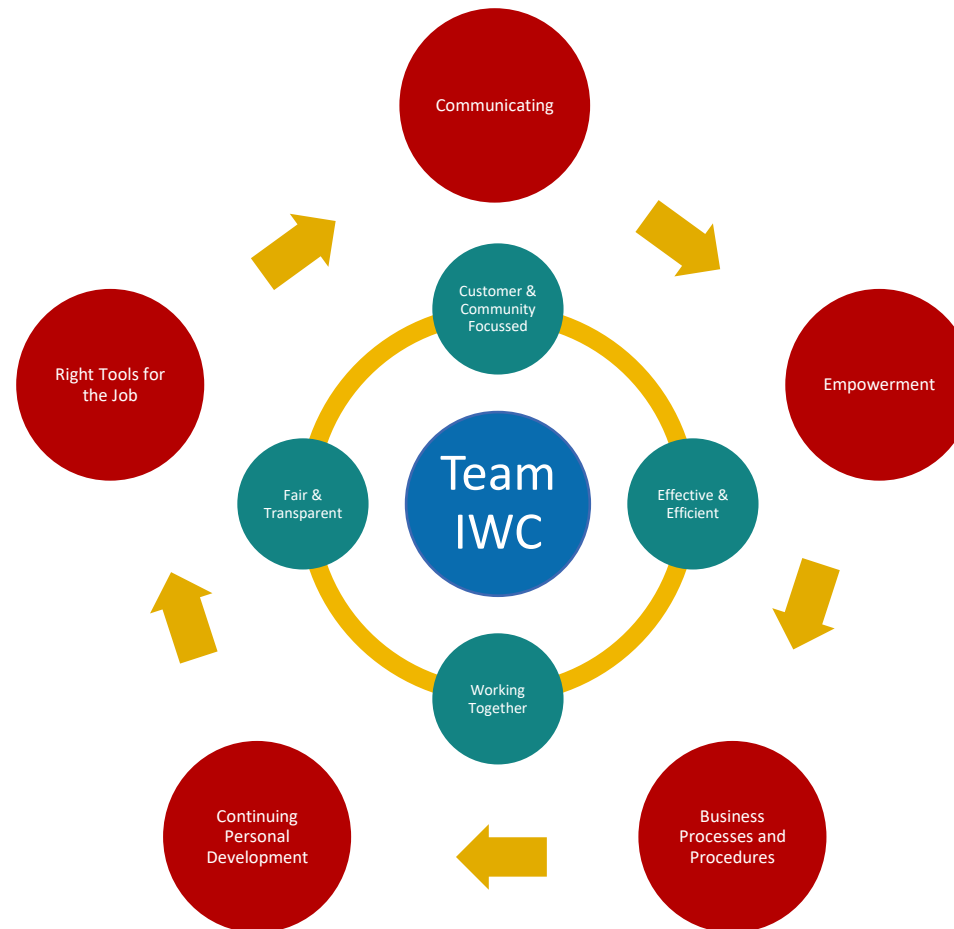


# Our Employment Offer

*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