



Working for the Isle of Wight Council

What does the Isle of Wight Council do?

The council is a large employer providing a wide of range of services to the local community. Statutory and regulatory services include a full range of children's and adult social care, environmental health, trading standards and planning services amongst others. We also manage community leisure services, bereavement services, parks and some countryside areas and have our own fire and rescue service. The council is fully supported by a small but active group of departments that includes human resources, legal services and financial services.

We operate a requirement for all staff to be appropriately inducted into their workplace and to receive regular supervision and an annual appraisal. Learning and development opportunities are provided for all staff, some of which are commissioned specifically to support certain professions and their career development.

The council is very proud of the achievements of its employees and every year recognises staff loyalty and achievements at an annual ceremony.

Terms and conditions

Our leave year runs from 1 January to 31 December and we offer 28 days paid leave. In addition to this we have a further eight days public holiday (pro-rata) and three days statutory leave that staff may take between Christmas and new year. Staff required to work those days in order to provide services can use them at a later date, and working statutory holidays also attracts additional benefits. These terms and conditions refer to most staff, but not groups such as Fire Fighters, Teachers and school staff whose schools have opted out of them.

Staff benefits

As an employee of the council you are entitled to a range of attractive benefits that includes:

- access to the Local Government Pension Scheme;
- discounts on travelling on public transport that includes ferry services and local bus travel;
- discounts on cycles;
- a discount on the One Card council leisure scheme for gym, swim and fitness classes;

- local retailer discounts in businesses that include hairdressing, home furnishings, driving schools, photography, spa treatments, florists, dance and fitness, financial consultancy, food and wines including restaurants, storage, car repairs, learning, kitchens and accessories, travel, plumbing and electrical, theatre tickets, natural therapies, legal support and more;
- low-cost temporary accommodation to help new employees get a secure roof over their heads whilst they sort out more permanent arrangements.

The council operates a child care scheme to support working parents with the cost of child care.

We also recognise that sometimes work or home pressures can get on top of people, so we provide a 24/7 helpline for staff to have the opportunity to discuss issues or concerns in confidence.

Flexible working

We offer a range of flexible working options. Our IT systems are designed to allow you to work from home and our offices are designed to give you space, light and access to the right systems at the right time. Some departments may offer flexitime (depending upon the needs of the service) and some positions may offer job sharing options. We will also consider leave 'buy back', purchasing additional annual leave, annualised, compressed and term time hours. We will also consider career breaks.

Locations and proximity to other essential services

Because of the compact nature of the Island it is possible to quickly get from one work department to another. Newport particularly is well served by having a wide number of services (council offices, Police, NHS premises, prisons etc.) located within walking distances from each other which makes for more effective and rapid face to face contact.

When you need to get between towns for visits and meetings the size of the Island means that travel from the furthest two points will normally take less than forty minutes, considerably less than most of our main land counterparts, and often much less time than this when travelling between the major Island towns.

Relocation support

Moving and travelling to the Island, as to any new area, can attract costs. Some positions within the council will attract a relocation allowance, providing financial support for costs including removals and the purchase of white goods. As this allowance is tax free it is a great benefit for anyone seeking to set up home on our beautiful island.

