

Staff Reward & Recognition

Reward and Recognition



- Salary
- Employer pension contributions
- Car mileage scheme
- Uniforms
- Paid bank and public holidays
- Enhanced sick pay
- Enhanced parental pay (maternity, paternity, adoption pay)
- Death in Service Plan
- Compassionate and Bereavement Leave
- Domestic Distress Leave
- Dependency Leave
- Marriage Leave
- Staff training recognition events
- Staff reward events

People and Performance



- Comprehensive induction training
- 6-month probation period
- Annual Performance Review
- On the job learning
- Organisation wide training budget
- Training certificates
- Continued professional development
- Learning and development linked to individual requests and operational plan
- Professional development programmes, e.g. Loader to Driver
- Study Leave
- Coaching and mentoring
- Policies and Procedures
- Equality of opportunity

Employee Benefits



- Free car parking
- Childcare Vouchers scheme
- Mobile phone provision
- Cycle to Work scheme
- Task and finish working for Kerbside employees
- Flowers for special occasions, e.g. births, weddings
- Length of service awards and gifts
- Attendance at external seminars and events
- Staff entertainment budget
- Paid leave for volunteering

Employee Communications



- Staff newsletter
- One-to-one meetings with line manager
- Staff Forum
- Social Forum
- Staff involvement in decisions and consultations
- Team briefings
- Staff notice boards

Workplace Wellbeing



- Return to work interviews
- Occupational Health Service
- Flu vaccines
- Physiotherapy appointments
- Wellbeing and health events
- Access to counselling service
- Kitchen facilities
- Free tea, coffee, milk, water fountains
- Reasonable time off for appointments
- Opportunity to request flexible working and career breaks