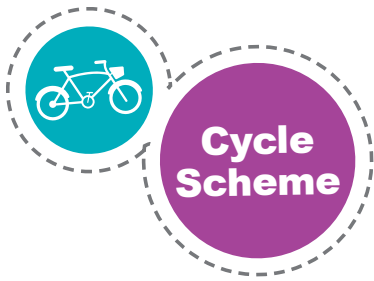


# Employee Benefits



**Working for**  
 Malvern Hills  
 District Council

**Working for**  
 WYCHAVON  
 DISTRICT COUNCIL  
*good services, good value*



The Cycle Scheme is provided in conjunction with 'CycleScheme Ltd'. The scheme was introduced to enable employees to make significant savings on the cost of buying a new bike. The Cycle Scheme is a salary sacrifice scheme and employees agree to monthly deductions from their monthly salary.

**The bike and accessories are exempt from tax, national insurance and VAT. There is an opportunity to save between 15% and 25% off the RRP price of a new bike of up to £1,000.**

The Cycle Scheme is a 12 month loan and the bike can be used for personal use. The bike and accessories belong to the council until after the 12 month loan period ends.

**Please see further information available on the intranet.**



## Flexible working hours



The councils offer flexible working hours and a flexitime scheme to our employees. Normal full time hours of work are 37 hours per week, with flexibility around start, finish and break times.

**Flexi leave may be taken in addition to annual leave.**



The councils offer a free confidential employee assistance service which offers support to employees for life's every day challenges.

The service can be accessed via the phone, email or online. They can provide information, advice or support for things like emotional challenges, health and wellbeing, family and caring issues, financial constraints and debt, work life balance, work place changes, education, life events, depression, anxiety and relationships.

**The EAP is available 24 hours a day, 365 days a year.**

## Annual Leave



### Buy more holidays scheme

Our buy more holiday scheme allows employees to purchase additional holiday each year.

At both councils you are able to purchase **10 days**. This is pro rated for part-time employees. If you decide to purchase more leave, you will pay back the cost of this leave over 12 months.

### Wychavon District Council

Salary Spinal Column Point	Basic Leave	Leave after 5 years continuous service
WDC 1-5	24 days	29 days
WDC 6-7	29 days	31 days
WDC 8-10	29 days	33 days
M1-M3	29 days	33 days

### Malvern Hills District Council

Salary Spinal Column Point	Basic Leave	Leave after 5 years continuous service
MHDC 1-4	24 days	29 days
MHDC 5-6	29 days	31 days
MHDC 7-9	29 days	33 days
M1-M3	29 days	33 days



## LGPS Pension

We offer the LGPS pension at Malvern Hills District Council and Wychavon District Council. The employee contribution can range from 5.5% to 12.5% and your contribution is dependent on your salary. Currently the employer contribution for WDC is 19.1% and MHDC 17.6%.

Further information can be found at: [www.lgpsmember.org](http://www.lgpsmember.org).



We offer staff regular health checks which examine BMI, weight, blood pressure, cholesterol, height and PSA for men. This service is completed by an independent provider and all information given to you at your health check is for you only and is confidential.



**Malvern Hills District Council and joint working employees** are eligible for discounted corporate membership at Freedom Leisure centres (Malvern Splash, Sport Dyson Perrins, Sport Martley, Tenbury Swimming Pool). A 12 month membership is just £27.75 per month or £277.50 per year.

**Wychavon employees** are eligible for discounted corporate membership at Rivers centres within Wychavon (Evesham, Pershore and Droitwich).

**A 6 month membership is £31 per month, but the 12 month membership is £28 per month (a healthy discount on the normal £42 agreement).**

**You can enjoy full access to the gyms, swimming pools, health suites, exercise classes and daytime/ weekend racket sports. There is also a swim only membership option for 12 months costing just £20 per month.**

## Free car parking

Car parking is provided to employees free of charge, this is at any long stay car parks in the districts. **During working hours only.**

