



Employee Benefits

Employee Benefits Brochure

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Updated August 2021

Introduction on behalf of the Corporate Leadership Team (CLT)



At the core of Lincolnshire County Council's culture is the value we place on our workforce, your skills, knowledge, experience and contribution to the communities you serve.

These employee benefits are our way of giving you an additional thank you for your hard work. Many of them offer valuable discounts and we also provide professional support.

Please take the time to browse this brochure and make yourself familiar with what is available to you.

Debbie Barnes
Chief Executive

Your employee benefits at a glance



Cycle2Work Scheme



CSSC Leisure Membership



Deans Gym Offer



Energie Fitness Corporate Offer



Active Nation Gym Offer



SkyPark Airport Car Parking



Bus Travel Scheme



Sodexo Benefits System



Employee Counselling Service



Lincoln BIG Parking



Lincs2Learn



Simplyhealth

Sport and Leisure

Cycle2Work



The Cycle2Work scheme enables employees to sign up to a cycle hire agreement, which sees instalments deducted directly from your gross salary. This enables you to choose a cycle/ cycle equipment to the value of between £100 and £2,000. At the end of the hire agreement (normally 12 months), you will be offered the opportunity to take ownership of the cycle at fair market value or to extend your hire period at no cost (arrangements will be subject of separate agreements). For example, through Cycle2Work, a bike retailing at £600 in total would cost a 20% taxpayer a net salary reduction of £34 per month for 12 months, totalling just £408.

CSSC



Established over 100 years ago to provide health and leisure benefits to Civil Service employees, CSSC Sports and Leisure are now established as a standalone not-for-profit organisation. You can become a member for just £4.50 a month. Moreover, up to 6 of your friends and family can join CSSC and link with your membership – they'll get the same benefits as you! Get free access to English Heritage, Cadw and Kew Gardens sites, discounted tickets including Cineworld, ODEON, Thorpe Park, Alton Towers, LegoLand and savings at favourite restaurants with 50% off food with a complimentary Tastecard. For those wanting to get active, join live virtual fitness classes or access discounts to 3,000 gyms.



Sport and Leisure

Deans Gym Offer



Dean's Sport and Leisure Centre at Lincoln College offers Lincolnshire County Council employees a 12 month premium membership for £22.40 per month. Lincolnshire County Council employees are also able to sign up with no joining fee. This membership includes the use of the fitness suite, group exercise classes, the spa and racquet sports facilities.

Energie Fitness



Council employees can sign up for a WOW membership (RRP £26pm) at the Classic membership rate of just £19.99pm. The joining and induction fee is also only £10 instead of £30. A WOW membership offers the member a fantastic range of benefits, including: free signature classes, 10 days priority class booking, Boditrax body composition analysis and multi-club access.

Active Nation



Active Nation is offering Lincolnshire County Council employees fantastic membership packages. Employees can sign up for the premium package at Yarborough Leisure Centre for £29 a month or £290 per year. This includes the use of the gym, the 25m swimming pool and group exercise classes. Alternatively, employees are able to sign up for a premium membership at the Active Nation Birchwood site for £24 a month or £240 per year. This would enable access to the gym, group exercise classes and the immersive cycling studio. Employees can also sign up for the premium plus package for £36 a month or £360 per year. This enables access to both the Yarborough and Birchwood sites.

For individuals looking for a gym only or swim only membership, employees are able to sign up for £25 a month or £250 a year. When signing up for an annual subscription with Active Nation, there is no joining fee.



Benefit System

Sodexo are one of the UK's leading experts in employee and consumer engagement. They offer exclusive discounts at six major supermarkets, over 100 high street chains, 26 restaurant chains, over 42 entertainment venues, and lots of independent stores too - that's over 130,000 locations across the UK!

The Sodexo website contains a wide variety of benefits to staff. Sodexo provide market-leading discounts on gift vouchers, reloadable cards and cinema tickets. They regularly review the discounts to ensure users have access to cash savings that genuinely make a difference; are of good quality; are diverse but always relevant; are always competitive; and are not typically available to the public via On-line consumer offers.

LCC employees are able to apply for the Cycle2Work scheme and access the Vodafone Advantage Scheme via Sodexo. Employees can get exclusive discounts on their mobile phones, tablet and iPad prices and plans. On offer is: 15% off SIM only plans on 12 month contracts and 15% off all other handset, iPad and tablet plan on 24 month contracts.

There are a variety of ways to save. You can get instant discounts online and in-store using eVouchers or if you have a favourite restaurant or shop, you can use Sodexo's discounted reloadable card. Alternatively, the Discounts by Sodexo app can be used to access fantastic discounts.



Bus Travel Scheme

LCC have negotiated a scheme with Stagecoach whereby you can pay for an annual season ticket through your pay, each month. An Inner Zone ticket will cost you £347 and an Outer Zone ticket will cost you £565 per annum.



SkyPark

Up to 30% off airport car parking with Skypark Secure on over 300 parking services at 28 UK airports, including: East Midlands, Leeds Bradford, Heathrow, Stansted and Gatwick. This includes free cancellation cover and exemption from booking fees.



Lincoln BIG Parking

Thanks to Lincoln Business Improvement Group, employees can park more cost effectively in Lincoln city centre. The scheme allows you to park in a variety of city centre car parks at a reduced rate.

Support and development opportunities

Employee support and counselling service

LCC offers a free face-to-face Employee Support and Counselling Service for professional, strictly confidential, non-judgmental counselling and support to all directorate employees. Some of the most common areas of difficulty are:

- health and sickness problems
- stress and anxiety
- domestic and family matters
- difficulties at work
- bereavement
- retirement

Flexible working arrangements and leave provision

LCC provides a wide range of flexible working arrangements and leave provision to support you throughout your career.

- adoption leave
- annual leave / Bank Holidays
- compassionate leave
- compressed hours
- disability leave
- election duty leave
- five additional days leave after five years' service
- flexible retirement
- smarter working
- flexi-leave
- job sharing
- family leave
- purchasing additional annual leave
- reservist deployment
- study leave
- special leave
- term time only working

Career progression

We support our employees by developing skills, knowledge and behaviours that will support them in their chosen career path. Many of our employees have had varied careers with us having taken advantage of vacancies and secondment opportunities to develop. All our vacancies are advertised at <https://jobs.lincolnshire.gov.uk/home.html>.

Lincs2Learn

Lincs2Learn is the council's online learning management system, which brings a host of learning activities and resources direct to your home or work computer, giving you the power to take control of your own development.

You can use Lincs2Learn to book onto face to face training events as well as to access online learning modules. Lincs2Learn allows you to complete all must-do and best practice training modules, such as: Information Assurance, Fire Safety and Display Screen Equipment.

With the Grow Yourself suite of learning programmes, access courses such as personal development, develop your potential, improving confidence and assertiveness and managing yourself and time.

Please visit <http://lincolnshire.learningpool.com/> for more information.

Simplyhealth

What is a health plan?

Often, affordability can be a reason to avoid proactively undertaking important and beneficial checks. Yet, these are the things that help us look after ourselves. With Simplyhealth, employees can claim money back towards the costs of managing and maintaining their everyday health and wellbeing.

This product meets the needs of someone who would benefit from support with everyday healthcare costs each year, such as routine dental check-ups and treatment; routine eye examinations and prescription eyewear; physiotherapy treatments; 24/7 access to a GP and counselling services.

As an example, dental procedures including check-ups and treatment (e.g fillings, crowns, bridges hygienist fees and dentures) are covered for up to £100 (level 1) to up to £280 (level 5).

Prices start from £14.67 or £27.08 for you and your partner.