

What we offer

Our people are proud working for St Albans to make a real difference in people's lives and make a real impact on our communities and environment we live in.

We want St Albans to work for you and for you to love working here. Rewarding our people for the valuable work they do helps us attract and retain the very best talent. That's why we offer the things that matter to them including:

- Support for career development
- Competitive rewards and benefits
- Health and wellbeing culture
- Work-life balance

Career development

We want you to be the best you can and to reach your full potential. Whatever your role, we'll encourage you to develop new skills and expertise, build on your strengths and address your weaknesses.

Structured induction programme

We'll give you the information and skills you need in the first months of your career with us. From an e-induction package in your first few days to a welcome event with our Chief Executive - you'll learn about our vision, priorities and the community we serve.

Growing our own

We aim to grow our people and recruit from within where possible. In most roles, you'll have the scope to progress or move within or across teams. We provide opportunities such as our Future Leader programme and offer apprenticeships for current as well as new staff. Find out more about more about our [apprenticeships and career pathways](#).

Learning and development

We've built an impressive package of activities that provide core competencies and a rounded experience for all. All our managers are regularly offered management development learning opportunities to give the key skills and knowledge to support them in their role.

Regular performance conversations

We'll encourage you to take responsibility for your own personal and career development. You'll have constructive and regular performance reviews and one-to-one meetings with your manager so we can review progress and work with you to plan your future.

Rewards and benefits

Your financial security is important to us. Below are just some of the benefits you'll receive when you join us. You can find full details of our Pay Policy [here](#).

Competitive salaries

Pay scale increments are paid each April subject to satisfactory performance after annual performance reviews are completed. There may also be an annual 'cost of living' award, which is agreed nationally.

Generous and secure pension scheme

We will enroll you into our local government pension scheme when you start with the Council (your automatic enrolment date), if you meet the eligibility criteria.

Pension employee contributions range from 5.5% to 12.5%. In addition, if you pay tax and National Insurance you get tax relief on your contributions and pay a lower rate of National Insurance.

If you already have continuous service or a pension with a different local authority this can normally be transferred to our scheme.

The LGPS benefits include:

- Tax relief on your contributions, which are added to by the Council
- A secure pension
- Tax-free cash
- Early retirement and flexible retirement is possible
- Immediate ill-health benefits if you become seriously ill (after qualifying period)
- Benefits for your dependents in the event of your death in service

More information is available on the [LGPS website](#).

If you wish to look at your options in terms of the pension scheme more information is available [here](#).

Free car parking

We currently offer all employees a parking permit for the car park next to the Council Offices in the centre of St Albans.

The travel patterns of Council staff will have an impact on local congestion and air quality, as well as the Councils carbon footprint. Our travel choices can also affect our health, well-being and performance at work. So the Council offers a range of schemes and incentives to staff to promote sustainability and green travel options including:

- Cycle to work scheme
- Pool cars available for site visits
- [Herts Liftshare](#) which is the local solution to linking up people who would like to car share.

Interest free season ticket loans and travel discounts

We offer an interest free loan on annual season tickets (providing you are employed full-time, or on a contract that ends a year or more later). You can also access discounts from a number of local operators.

Govia Train Season Ticket Discount Scheme

Currently our employees can get:

- A 50% discount on monthly or annual season ticket with Govia Thameslink on specified journeys
- A 10% discount on 'create your own period' Govia season tickets, Centrebus season ticket discount (Route 34)
- £15 discount is available for Council staff on a three-month bus season tickets for Route 34 from Dunstable to St Albans

Payment of professional subscriptions for approved professions

We will pay your subscription to one professional body per year if it is essential to the post that you are professionally qualified e.g., RTPI, RICS, CIEH etc.

Discounts

A collection of staff discount and special offers are available from local businesses which are promoted and updated regularly. We provide an online Benefits platform for access to all discounts and offers.

Life assurance

As well as the cover offered under membership of the local government pension scheme, we offer all staff additional death in service cover equivalent to one year's salary including access to Bereavement Counselling and Probate helpline.

Free advice on financial and retirement planning

Staff are offered free annual seminars on managing their finances and planning for retirement.

Work-life balance

We positively encourage flexibility and offer lots of different ways of working.

Flexible working options

Flexi-time (available for most roles):

- Employees are able to choose when they start and finish their working day as long as they fulfil their contracted working hours and are working in the Council's core hours - subject to service needs.

Range of working patterns:

- We have employees working full time, part-time, job shares, term-time contracts, compressed hours (i.e., four-day week or nine-day fortnight). Please ask about working patterns when you apply for a job.

Hybrid working

- Employees are able to work from a variety of locations to best suit the activities or tasks they need to do. These can include a blend of time in the office, home or other remote locations - subject to requirements of the role, passing the probation period and manager agreement.

Family-friendly policies

We have a range of family friendly policies to support staff to balance work and responsibilities outside of work. These include maternity leave, paternity leave, shared parental leave, adoption leave, ordinary parental leave and carers leave.

Generous annual leave

Generous annual leave of up to 34.5 days, plus bank holidays

You'll receive at least 26.5 days, rising to 31.5 days after 5 years of service and then up to a maximum of 34.5 days after 10 years' service (depending on grade), plus public and bank holidays.

Part-time staff are entitled to holidays and bank holidays on a proportional (pro-rata) basis.

Health and wellbeing

We care about our employees' health and wellbeing. Below are some of the ways we support this.

Employee Assistant Programme

We offer access to a free and confidential 24/7 telephone counselling, legal advice and health helpline that is available to all staff and members of their family.

Occupational Health service

Our external Occupational Health provider offers confidential advice on health and wellbeing at work to support a healthy work-life balance and lifestyle.

Mental Health First Aiders and Champions

Our trained Mental Health First Aiders and Champions are on site to offer support and signposting.

Eye test and contribution towards glasses

All staff have access to free eye sight examinations and a subsidy for spectacles required for visual display unit use.

Discounts at local sport and leisure facilities

We encourage our staff to keep healthy and active through onsite and virtual wellbeing activities and courses. We also offer discounted rates at a number of our sport and leisure centres. These include:

Facilities run by Everyone Active around the district including Abbey View Golf & Track Facility, Alban Arena, Batchwood Golf Course & Sports Centre, Eric Morecombe Centre, Harpenden Sports Centre and Westminster Lodge Centre.

Cycling loans and discounts

- We support staff who chose to cycle into work by providing facilities including showers and secure bike lockers at our Civic Centre office.
- We currently offer an interest free Bike loan scheme to eligible employees and discounts on selected bikes and equipment.
- Even if you do not own a bike, you can use the Council Pool Bikes for site visits and meetings.