

# Bury Council

## The benefits of being a Bury Council employee



### MONEY MATTERS

---

- **Salary**

We are proud to be a Real Living Wage Employer and pay competitive salaries.

- **Greater Manchester Pension Scheme**

Along with your salary, your pension is one of the most important benefits of joining Bury Council. It provides you with financial security and options when you retire, as well as benefits for your family and loved ones. Your pension benefits include:

- tax relief on your contributions
- generous employer contributions
- a secure, inflation-proof pension for life, with no investment uncertainty
- the option of a tax-free lump sum on retirement
- potential access to ill health and injury benefits if you become too ill to work
- life assurance cover
- benefits for loved ones and dependents
- options to increase your pension

- **Financial support**

You can obtain free financial advice through our Employee Assistance Programme and MoneyHelper. Bury Council are a 'payroll plus' partner of the Manchester Credit Union which provides you with the opportunity to make savings or apply for loans through payroll deductions. Furthermore, in difficult circumstances, and where other ethical options have been exhausted, you can apply for a salary loan of up to 2 weeks net salary in advance.



### TIME OFF AND FLEXIBLE WORKING

---

- **Leave**

We provide a generous leave entitlement of 27 days in addition to bank holidays, plus a further 5 when you achieve 5 years continuous local government service.

- **Agile working**

The Council offers agile working, if the nature of your role allows, so that you can operate more flexibly between home, office and other workplaces. You

are just asked to spend at least 2 days per week (pro rata) working with colleagues in an office or community setting.

- **Flexible working options**

We offer a comprehensive range of work life balance options, open to all staff subject to service requirements. These include voluntary reduced hours, job sharing, voluntary term time working, annualised hours, compressed hours, career breaks and the ability to purchase up to 13 days additional leave.

- **Special leave**

In genuinely difficult circumstances, you are able to take up to a maximum of 8 additional days of paid special leave (pro rata). This exists for circumstances such as when you need to be with a close relative in the event of illness or emergency, or where you need to attend their funeral or wind up their affairs.

- **Family leave**

A wide range of support is available for you if you are undergoing IVF, are a new parent or are expecting a child, either by birth, adoption, surrogacy or foster care. This includes maternity leave, maternity support leave, paternity leave, shared parental leave, parental leave, neonatal care leave, foster care and placement leave, adoption leave and parental bereavement leave.



## CAREER DEVELOPMENT

---

- **Apprenticeships**

Apprenticeships form an integral part of the Council's workforce and succession planning, and we encourage employees to undertake relevant apprenticeships at all levels.

- **Management Development**

A wide range of management development is open to you, from apprenticeships through to our new Management Essentials Programme.



## HEALTH AND WELLBEING

---

- **Your Care Employee Assistance Programme**

Through the Vivup Your Care Employee Assistance Programme, you can access:

- a 24/7 helpline to discuss emotional, personal or work-related issues with full qualified counsellors and support specialists
- 6 free counselling sessions per year
- a wide range of resources to support your wellbeing
- free debt advice

- **Discounted Bury Leisure membership**

Discounted Bury Leisure membership, to be paid monthly with no contract. Includes gym facilities, swimming, racquet sports and studio/virtual classes.

- **Employee Volunteering Policy**

You can claim up to three days leave a year to volunteer in support of our communities.



## FAIR AND INCLUSIVE

---

- **Trade Unions**

You are able to join a number of trade unions that the Council works proactively with to ensure a safe and positive working environment and experience, including UNISON, Unite and GMB.

- **Diversity related Employee Groups**

The Council recognises 13 protected equality characteristics and is proud to hold Disability Confident Leader status and the Armed Forces Covenant Gold Award. There are currently 4 employee groups that you can join:

- Disabled Employee Group
- Group of Ethnic Minority Staff (GEMS)
- LGBT+ Employee Group
- Women's Employee Group



## SAVINGS AND DISCOUNTS

---

- **Lifestyle Savings**

You can obtain discounts through the Vivup platform on hundreds of everyday essentials, shopping at major high street retailers, supermarkets, restaurants, entertainment and leisure organisations.

- **Home and Electronics**

The Vivup home and electronics staff benefit allows you to purchase the latest technology and pay for it via salary sacrifice.

- **Cycle to Work**

You can purchase discounted bikes and equipment, saving up to 42%, via the Vivup Cycle to Work salary sacrifice scheme.

- **Car Lease Scheme**

The opportunity is available to lease a car for a period of 3 years at a competitive price, including maintenance and insurance, with no deposit required.



## COMMUNITY IMPACT

---

One of the primary benefits of working for the council is the ability to directly influence and foster positive changes within your local area. Whether it is through implementing policies or delivering essential services, Council employees play a crucial role in shaping the well-being of those around them. Witnessing tangible impact on the lives of others can bring great satisfaction and a sense of accomplishment.