

Children's Social Workers

Join our team
and feel **valued.**

A range of benefits and development
opportunities made for you



Our mission is to be a Council that delivers the best possible outcomes for our service users.

We recognise that we can't do that without our incredible workforce and that it is vitally important that we demonstrate our commitment to them all.

But we also understand that there are many aspects of life that are important to each of us. Often at different stages throughout our career too. So, we've developed our range of benefits and development opportunities with this in mind.

Give us a call if you have any questions.



A Warm Welcome

Your first few weeks with us will be a mixture of shadowing, training, and hitting the ground running.

Your line manager will work with you to build tailored Warm Welcome plan, put in place with your input to support your development needs from day one. This will include thorough training on our Social Care systems, as well as our internal systems for booking annual leave and claiming mileage, where to find useful information, and

Salaries

We pride ourselves on employing talented social workers and offer salary packages with opportunities to earn up to **£40,958** for Social Workers. In addition, our Senior Practitioners can earn up to **£45,987**.

Progression scheme

A pay progression scheme for our Social Workers to enable them to **accelerate through the pay grade** as they gain experience and skills.

Retention payment

We offer a scalable retention payment to loyal Social Workers after the first full year of employment, this increases during the first three years of service. **On completion of three continuous years, you will receive a fixed sum for every year you remain in post thereafter.**

This offer is available to Social Workers and Senior Practitioners in Assessment, Family Safeguarding, and Corporate Parenting teams.

A fixed annual retention scheme is also available for Team Managers.

Pension schemes

You are eligible to join the Local Government Pension Scheme (LGPS). **This scheme is one of the most important benefits we can offer.**

You contribute a small percentage of your salary and CCC contributes a larger significant amount depending on how the pension fund performs. In addition, you are guaranteed defined benefits.

- **The scheme is flexible** – you can choose to pay less or more, and you can draw your benefits anytime from age 55 to 75.
- **Benefits include** a pension when you retire, immediate life cover (3 times your annual salary from day one), and ill-health protection. There are also benefits for your loved ones with pensions for dependants if you die (not something any of us like to think about but depending on your circumstances could be a precious safety net).

Annual leave

You are entitled to a **generous annual leave** of 28 days from your first day with the Council, in addition to flexible bank holidays, rising to 30 days.

You can also buy an additional four weeks of annual leave and have access to a year-long career break.

Great locations

You can work across a range of great locations, enabling you to meet other teams, access lots of information, transfer between teams effortlessly, and work more efficiently with families and colleagues.



Flexible & agile working

Our **Chief Executive** is passionate about Cambridgeshire County Council being a "flex-first" employer. We want the best Social Workers in our workforce, and we know that the work-life balance and wellbeing of our Social Care staff is of the utmost importance. We support our staff with family-friendly policies and **creative working arrangements**, whether than be on a formal contractual, or informal basis.

We are working to a hybrid model with part-remote options available, while still supporting colleagues in offices and ensuring service users continue to be seen face to face.

Relocation

We welcome Social Workers from all over the country.

If you're interested in making the move to Cambridgeshire, we offer a relocation package of up to £8,000 for qualified Social Workers. The Council provides this contribution to help you set up in your new location and make your move as seamless as possible.

We're a friendly bunch, so your future managers and our HR team will keep in touch throughout your move to answer questions and ensure you settle into your new surroundings as quickly as possible.

Continuous Professional Development (CPD)

CPD helps us to continue to **provide the best possible support and outcomes for the people we work with** by ensuring we are up to date with social care practice, have the space and time to think, discuss and reflect on the work we are doing and meet the requirements of the professional bodies who regulate us.

We know from conversations with our staff that they struggle to find the time to complete their CPD whilst managing busy workloads.

In recognition of this, we give our staff protected time to undertake these learning opportunities for up to **6 days per calendar year** to enable those in a social work role to maintain the CPD element of their professional registration.

Learning and development

You'll have access to a **wide range of training and development opportunities** offered by our dedicated Children's Social Care Development Team which includes career development coaching.

All career development is a crucial focus for the Council, and we encourage all our employees to take advantage of the training options. Conversations about your progression and development are held regularly as part of our appraisal process.

The Council has its own training and development centre that gives you access to a wide range of training courses, qualifications, online learning (24/7), bespoke training, and leadership, management, and change expertise.

You can use these opportunities to **gain knowledge, acquire new skills** directly related to your job, and **develop and support your future career aspirations**.

Cycle to work scheme

Cycle to work. Get active and save money. What's not to like?

Our Cycle to Work Scheme lets you offset some of your monthly salary to buy a new bike. In addition, you benefit from tax and national insurance savings and get fit too.

Mileage

We offer a generous mileage allowance of 45p per mile, (first 10,000 miles, and 25p per mile, thereafter).

Tusker Lease Cars

Drive away in a brand-new car with our Tusker Cars Lease Scheme. The scheme includes replacement tyres, motor insurance, service & maintenance, breakdown cover and accident support. But, of course, you'll need to add fuel to keep moving.

The scheme is a salary sacrifice scheme whereby you offset some of your monthly salary to buy a new car and benefit from tax and national insurance savings.

Other benefits include:

- annual road tax
- roadside assistance
- relief when your car is off the road
- doorstep delivery.

We concern ourselves with your wellbeing

We have a comprehensive wellbeing offer which includes regular talks and webinars, support mechanisms and hints and tips.

Employee Assistance Programme

Because everyone goes through difficult times in life, the Council has **confidential and free support 24/7** through our Employee Assistance Programme.

Services available include:

- Counselling support
- Legal information
- Bereavement assistance
- Medical information
- Online self-help tools.

Mental health support

In addition to our Employee Assistance Programme, The Council has a well-established **mental health and wellbeing programme**.

The programme offers you access to:

- Mental Health First Aiders
- One-to-one mental health support through Remploy – an NHS wellbeing support service for health and care staff
- Mental health workshops run by the Wellbeing Group.

Employee discounts

You have access to various discounts across a range of shops, restaurants, holidays, utilities and days out.

These include but are not limited to Tesco, Chessington World of Adventure, New Look, Warner Leisure Hotels, and Empire Cinemas. As well as a free pass, workout and exercise tips from Pure Gym and 50% discount to Unit Gym at our head office.

Employee awards

We believe that our social workers deserve **recognition and gratitude for their hard work**, which is why we have employee awards to thank those who have gone above and beyond.

Refer a friend scheme

Social Workers

We understand that social workers create networks and support each other. So we want to reward you with a **bonus payment of £350** if you introduce a social worker candidate whom we subsequently employ as a result of that introduction.

Foster Carers

Earn up to **£300 in Highstreet vouchers** when you recommend a friend to foster care who is then approved.

Charity donations

Pennies From Heaven Charity Donation. This is a scheme whereby your pay is rounded down to the nearest pound, and the excess pennies go directly to the charity. For more information on Pennies from Heaven, see: www.penniesfromheaven.co.uk

For more information, please call Beth on 01223 475920,
email joinus@cambridgeshire.gov.uk
or visit www.cambridgeshire.gov.uk/socialwork-cambs

