



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 with this in mind.

Take a look at our benefits and if you have any queries you can get in touch with us today by calling 01223 699263. Alternatively, you can email us on welovesocialworkers@cambridgeshire.gov.uk or visit our website <https://bit.ly/3nMhGOH> for more information.



Competitive Salaries

We pride ourselves on employing talented Social workers and offer salary packages with opportunities to earn up to £40,958.00 for Social Workers. In addition, our Senior Social Workers can earn up to £45,987.00.



Generous Retention Payments

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 Social Workers in Mental Health, Adults Community Care Team, Transfer of Care Team, Learning Disability Partnership and 0-25 including Young Adults Team and Children's Disability Services. A fixed annual retention scheme is also available for Team Managers.



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.



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 we contribute 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).



“The flexibility is a really positive thing, there is the option to go into the office or remain at home. This has enabled me to have a great work life balance and is good for my wellbeing”.

**Charlotte, Social Worker
Older People’s Team**



Agile Working

The Council is committed to offering a variety of ways of working. We have learnt a lot during the pandemic and we know that balancing work-life and family-life can be challenging, so we strive to accommodate flexible hours and work locations where possible.

We are currently 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.



Generous 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.



Continuous professional development (CPD)

We know that it is hard to fit in the time and space to think, discuss and reflect on the work we are doing while having a busy workload, so we have launched 6 days of protected time each year to enable our Social Workers to maintain their Continuous Professional Development. This is a self-directed learning space where our Social Workers can focus on areas of practice which are evolving, or they have a special interest in or where they have identified an individual learning need



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 Alconbury.



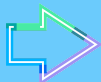
Employee awards

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.



Charity donations

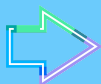
Pennies From Heaven Charity Donation. This is a scheme whereby your pay is rounded down to the nearest pound, and the excess pennies go directly to the charity. For more information on Pennies from Heaven, see: www.penniesfromheaven.co.uk



Family-friendly policies

You have access to a number of family-friendly policies to help you maintain a healthy work-life balance.

These include generous maternity provisions, paternity leave, adoption leave and parental leave.



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.





Learning and development

You'll have access to a wide range of training and development opportunities offered by our dedicated Adult'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 supervision 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.

Courses include:

- Practice Educator
- AMPH
- AMCP
- PROACT-SCIPr-UK® – Positive Range of Options to Avoid Crisis and use Therapy
- Medication and Healthcare

To find out more about our practice, learning and development visit <https://bit.ly/3nMhGOH>

“My managers supported me to develop my career by attaining post qualifying qualifications at partner University ARU which has helped me to progress on the leadership ladder”

**Mariama, Team Manager
Transfer of Care**



Relocation

If you're interested in making a 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.



Refer a friend scheme

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.



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.

“The managers are really open to questions and chats. It's amazing how much support and flexibility they give to people dealing with personal circumstances.

Musharraf, Adults Team



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.



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.



Business mileage allowance

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



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information.
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