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and  
feel valued



Cambridgeshire  
Academy for  
Reaching  
Excellence

## Children's Social Workers

A range of benefits and development opportunities  
made for you

## Hear from our Chief Executive

Cambridgeshire County Council works as One Team and has a clear purpose and shared values. We want to make a positive and lasting difference for the communities we work with. We can only achieve our ambitions if every member of the team feels they belong, are valued, appreciated, and supported. That's why we offer a range of benefits, both financial and non-financial, which are tailored to help meet your preferences and to support your wellbeing. Why not find out what joining us offers you?

**Stephen Moir**

Chief Executive of Cambridgeshire County Council



## A message from our Executive Director

Anyone thinking about joining us is going to benefit from a passionate leadership team. We've got super experienced practitioners across the service, lots of opportunities for people to experience different types of social work and social care. Cambridgeshire has a vision about children's wellbeing but also staff wellbeing, focusing on developing really strong practice and supporting our communities.

**Martin Purbrick**

Executive Director for Children, Education and Families (statutory Director of Children's Services)



## Annual leave

Our leave year runs from 1 April to 31 March, and the amount of annual leave you will have depends on your grade and length of service. If you're part time then you will receive a pro-rata entitlement.

You can make a request to purchase up to four weeks additional leave each year, and you can also apply to take periods of unpaid leave.

We also offer Special Leave for a range of different circumstances including Time Off for Dependents, Shared Maternity Leave, Adoption Leave, Unpaid Carers Leave, Foster Carers, Bereavement Leave and Fertility Treatments.

## Flexible bank holidays

We know that having a diverse workforce and an inclusive culture benefits our employees, our organisation, and the people of Cambridgeshire.

We therefore know that many of you may want to take days off at alternative times, so you can request to swap a bank holiday and take a different day off instead.

## Pension scheme

The Local Government Pension Scheme (LGPS) is a career average scheme, with benefits based on the pay you earn in an individual year. For each year of membership you receive a pension of 1/49th of your pensionable pay.

You contribute a percentage of your salary (deducted before tax), and we contribute a larger amount.

You are also guaranteed to receive:

- A pension when you retire
- Protection for your family - immediate life cover of three times your annual pensionable salary from day one
- Ill-health protection (if eligible)

## Additional voluntary contributions (AVCs)

We also offer a salary sacrifice scheme of AVCs where you build up a pot of money that is used to provide benefits on top of your LGPS benefits.

You make tax and national insurance savings when paying AVCs so it's a more cost-efficient way to save for retirement alongside your LGPS pension.

## Salaries

We pride ourselves on employing talented Social Workers and offer salary packages with opportunities to earn up to £43,516 for Social Workers, while our Senior Practitioners can earn up to £48,696.

## Corporate salary progression

Incremental pay progression is linked to annual performance and is assessed via our approach to ongoing performance management, which is called 'Our Conversations'.

You'll be eligible to progress to the next spinal column point of your pay grade (up to the maximum of the grade) if you achieve the required performance rating, linked with completion of your yearly Our Conversations outcomes and behaviours.

If you get to the top of your pay grade and achieve the required performance rating, you'll receive a specified non-consolidated lump sum.

## Social care salary progression

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

## Retention payments

We offer a scalable retention payment to Social Workers and Senior Practitioners in Assessment, Family Support & Safeguarding, and Corporate Parenting. The first payment is received after the first full year of employment, increasing during the first three years of service, then on completion of three continuous years, you will receive a fixed sum for every year you remain in post thereafter.

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

## Great locations

While you'll have a fixed work base, you can work across a range of great locations, which enables you to meet other teams, access information, transfer between teams effortlessly, and work more efficiently with colleagues and service users.

## Flexible and agile working

Our Chief Executive is passionate about Cambridgeshire County Council being a flex-from-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 colleagues is of the utmost importance. We support our colleagues with family-friendly policies and creative working arrangements, whether that 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 from elsewhere in the UK, we offer a relocation package of up to £8,000. We provide this contribution to help you set up in your new home and make your move as seamless as possible.

We are not currently accepting applications from overseas candidates looking to move to the United Kingdom.

## Our Cambs Rewards

This is our rewards portal, giving our colleagues information and access to...

**Employee discounts:** Discounts for a wide range of in-store and online retailers.

**Wellness centre:** With a focus on your mind, body, money, nutritional, and social wellness, there are blog posts, help, advice and discounts for wellbeing.

**Financial wellbeing:** Access to tips, videos, tools for budgeting, a savings account with contributions taken directly from your salary, and affordable loans with higher acceptance rates than banks, to help make your money simple.

**Car lease scheme:** A fixed monthly amount taken directly from your gross salary and in return, you get the use of a brand-new car – Tusker, our car lease provider, sort everything else out at no extra cost, with maintenance, insurance, tax, and roadside assistance included.

## Cycle 2 Work

A salary sacrifice arrangement which allows you to offset some of your salary to buy a new bike. You will make monthly deductions from your salary for your bike and benefit from tax and national insurance savings.

## IDEAL Network

Owned and run by colleagues, the network promotes Inclusion, Diversity and Equality for All across our workforce. Working with our partners across the council, we are dedicated to raising the profile of equality and diversity through engagement, advocacy, communication campaigns, and events.

Anyone with an interest in equality, inclusion and diversity is welcome to join and we encourage colleagues and members to help us shape the way IDEAL goes forward.

Our Corporate EDI Team provide a wealth of resources to support colleagues at work and organise monthly EDI Conversations (monthly hour long sessions open to all colleagues) and provide an opportunity to increase awareness and learn about a wide range of topics.

## Camweb

Camweb is our colleague intranet that helps to keep you informed of the goings-on from around the council. You'll find our Wellbeing Hub, news, blogs, important company updates and so much more.

Our Manager Essentials Hub is key for all levels of management. Whether you are a new manager and need to know where to find information for starting and developing your career with us, or an experienced manager but want to ensure your knowledge is always up to date, this section is for you.

## Mileage

If you need to travel using your own car on council business, we will pay mileage in line with HM Revenue & Customs (HMRC) rates (they change from time to time).

| Mode of Travel | Rate Paid                                                           |
|----------------|---------------------------------------------------------------------|
| Car            | 45p per mile for the first 10,000 miles and 25p per mile thereafter |
| Bicycle        | 20p per mile                                                        |
| Motorcycle     | 24p per mile                                                        |

## Refer a Friend Scheme

We will pay a one-off payment of £350 to any employee who introduces a candidate subsequently employed by us as a result of that introduction, provided that all the terms of the scheme are satisfied.

This scheme applies to the recruitment of all Social Workers and Occupational Therapists.

## 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.

We give 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 colleagues that they struggle to find the time to complete their CPD whilst managing busy workloads.

In recognition of this, we give our colleagues protected time to undertake these learning opportunities with up to six days per calendar year. Helping 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 learning and development opportunities offered by our dedicated Learning and Development Team, which includes career development, coaching, social work apprenticeships, Best Interest Assessor and Practice Educator training, Research in Practice membership as well as our Cambridgeshire Academy for Reaching Excellence (CARE).

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

Our Learning and Development Team provide a blended learning offer through online training, face to face courses and eLearning modules, enabling all of us to best serve the communities and residents of Cambridgeshire. You can use these opportunities to gain knowledge, acquire new skills directly related to your job, and develop and support your future career aspirations.

You'll also have access to qualified coaches to accelerate your progress to the change you want to achieve at work and increase your confidence. We've got your development needs covered.

## Time off for volunteering

Volunteering in our communities gives you a valuable opportunity to connect with our residents and make a positive difference in the community while supporting your own wellbeing. By volunteering, you'll help to put our corporate ambitions into practice.

We are really pleased that our offer of paid time off for volunteering is one of the best among local authorities.

You can take 37 paid volunteering hours in a 12-month period (pro-rata for those working part time and short-term contracts) to undertake volunteering activities during your normal working day.

## Spotlight Awards

We hold our annual Spotlight Awards to shine a spotlight on people in our organisation that truly embody our vision and values.

All colleagues are invited to nominate individuals or teams who have gone above and beyond in their role. The awards are linked to a number of categories that represent our corporate values and ambitions.

## Charity donations

Pennies from Heaven is a simple and affordable way to donate to charity. You sign up once and from then on every salary is rounded down to the nearest pound with the pennies donated to charity.

If your net monthly pay is £850.34 you will donate the 34p. The most you can ever give is 99p and the taxman will add 25% at no extra cost to you or us.

Every month Pennies from Heaven distributes the donations. If we all join in we can turn small change into a big difference.

## Employee recognition

Appreciating You is one of the themes of our People Strategy, and we know how important it is to recognise your hard work.

Anyone can nominate a colleague for an Employee Recognition Award. You can nominate someone in your team or another team who has gone the extra mile to help a customer, service user or colleague.

Nominations are reviewed by directorate leadership, and winners receive a £50 gift voucher/e-voucher and receive an additional day's annual leave that year.

## We concern ourselves with your wellbeing

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

Our wellbeing programme is planned and delivered by our Wellbeing Group, made up of representatives from across the organisation. They organise monthly Wellbeing Hours, workshops and training, as well as managing content on our Wellbeing Hub and organising Mental Health First Aider training.

They support health and safety guidance, policy advice and relationships with support services.

## Mental health support

We have trained Mental Health First Aiders in every directorate who can support someone who is suffering from poor mental health, including a mental health crisis. They can have an initial conversation and offer early support through non-judgemental listening and guidance.

Our Employee Assistance Programme offers free telephone and face to face confidential counselling to help you (and your family members) deal with personal or professional problems that are impacting your health and wellbeing.

## Schwartz Rounds

Schwartz Rounds are facilitated open meetings where a panel and audience come together to share stories and discuss the emotional aspects of their work.

Each session provides a safe space for attendees to explore the emotions attached to their work. All conversations are confidential, with protected identities of members of the public/service users and our colleagues.

Evidence shows that people who attend Schwartz Rounds feel less stressed and isolated, with increased insight and appreciation for each other's roles.

We offer Schwartz Rounds under licence from the Point of Care Foundation.



The  
Point of Care  
Foundation



Schwartz  
Rounds

## Monthly wellbeing conversation

Our Conversations is our approach to appraisal and ongoing performance management. It puts regular and meaningful discussions between you and your line manager at the heart of our approach.

While the structure of Our Conversations is flexible, it is important that you feel happy and supported at work which is why you'll have a monthly Wellbeing Conversation with your manager.

We encourage everyone to think about their work-life balance, how satisfying their role is, how to improve personal resilience, and how their manager can help with this.

## Health and safety support

Working closely with the Wellbeing Group, our Health and Safety Team are on hand to support colleagues across the council with a range of topics including Display Screen Equipment (DSE) assessments, reasonable adjustments, first aid, advice on policies, accident reporting, and much more.

We are also pleased to offer colleagues a £25 voucher for an Eye Care Test with major or local independent opticians, and a £40 contribution towards the cost of DSE glasses, claimed through expenses.



We'd love to hear from you!



01223 475920



JoinUs@cambridgeshire.gov.uk



[www.cambridgeshire.gov.uk/socialwork-cams](http://www.cambridgeshire.gov.uk/socialwork-cams)