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# North East Lincolnshire Council

## Employee benefits





# Your employee benefits at a glance

## Financial

- Holiday Extra
- Car contract hire scheme
- Cycle to work scheme
- NELC discounted car parking
- AVC pension contributions
- Credit union - banking
- My Lifestyle – Employee Site
- BHSF - Cash Health Plan

## Support and Development

- Employee support
- Flexible working
- Carer's Support
- Career Development
- Online learning
- Ashridge virtual learning library



## **My Lifestyle Employee Site**

- My lifestyle is your hub for employee benefits. My lifestyle can offer discounts on electrical and technology, supermarkets, DIY, and travel. Access to the Cycle to work scheme is available through this hub, please read the relevant salary sacrifice guidance before applying.

## **Holiday Extra**

- Holiday Extra is intended to assist employees with their work life balance by offering additional holidays.

## **Tusker Cars**

- This offers all the advantages of having a vehicle without the hassle and maintenance costs of owning it.

## **NELC Car Parking Permit**

- Employees can request a discounted NELC parking permit to park more cost effective across NELC.
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## **Cycle to Work**

- Employers buy bikes and lease them to employees to cycle to work on. You choose the cycle, and your employer recoups the costs through salary sacrifice (a regular reduction in your gross salary).

## **BHSF - Health Cash Plan**

- The Health Cash Plan is a very affordable healthcare cash plan which can give you and your family money back on all your everyday health care bills.

## **Care4 Life Insurance**

- Life insurance helps give your family financial protection should you pass away within the policy term. It lets you leave a lump sum behind – helping your loved ones maintain their living standards or pay mortgage cost.
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## **Northern Lincolnshire Credit Union**

- If you're looking to make savings easier, credit union can help by deducting it straight from your wage into a Credit Union savings account. Similarly, if you have a loan with them, you can make your repayments in the same way.

## **AVC Pension Contributions**

- Additional Voluntary Contributions (AVCs) are payments you can accrue to provide additional benefits to your Local Government Pension Scheme (LGPS). Payments are paid monthly from your salary.



## **Employee Assistance Programme (EAP)**

- Employee assistance program for employees and employers to access online or over the phone 24 hours a day. Providing a confidential counselling and advice service.

## **Carers Support Service**

- The Carers' Support Service is here to work with and support Carers in North East Lincolnshire.

## **Flexible working arrangements & leave provision**

- NELC provides a wide range of flexible working arrangements and leave provision to support you throughout your career. While some will require a match with business needs to be approved, we encourage everyone to make themselves aware of the possible options available when faced with changing circumstances and to discuss these with their line managers.



## Online learning

- Online learning tool to support and develop your career.

## Ashridge Library

- Ashridge is an online library containing resources on a wide range of topics.

## Career Development

North East Lincolnshire Council is committed to the continuous development of our employees, teams, and the organisation as a whole. Our commitment will entitle you to Essential training and development to enable you to carry out your role Equality of opportunity in your development. We also adopt a wide range of approaches to development including: An annual programme of short courses and workshops on a range of topic areas.