

# Benefits

Here in Kensington and Chelsea we understand that different people have different motivators and that even these can change as employee's circumstances change. So we have developed a range of staff benefits so that no matter what stage you are at in life or in your career, our overall range of benefits will remain attractive to you.

So for going home each night completely satisfied that you have done your best, we make the following available to our staff in return:

- Pay Rates - very competitive pay rates often with an annual pay rise within a range
- Pension Scheme - The Local Government Pension Scheme (LGPS) is a secure, flexible and tax efficient way of making sure you have a decent pension to look forward to in retirement
  - Learning and Progression - excellent learning & development opportunities along with performance management and career progression support
- Holidays - generous annual leave entitlement up to 30 days each year plus 8 public holidays
- Flexible working - we offer flexible working facilities, for example, as circumstances suit, working from home, flexi time, job sharing, compressed hours and term time working
  - Staff discounts - excellent staff discounts in many local shops, restaurants and sports facilities
- Health and well being - a dedicated occupational health service that can give you a health check, help with workplace adjustments and also a free, confidential counselling service available 24/7 to assist with any personal or work related issues

We also have a programme of activities ranging from workplace choirs to yoga practice and frequent special events