

Benefits of working for City of York Council

Annual Leave

Full-time employees will receive 24 days' holiday, rising to 29 days after 5 or more years' local government service. This may differ slightly for different groups (i.e. Teachers). There are normally eight public holidays per annum.

Flexitime

The Council operates a flexitime scheme which applies in most departments. Flexitime offers employees a degree of choice when they work their contracted hours, with prior agreement with their Line Manager. The scheme allows for the credit and debit of hours. Credit hours can be taken as agreed time off when requested by the employee and when service levels permit.

Smart Working

The Council has a suite of flexible working opportunities (known as smart working). The aim of such policies is to provide greater flexibility, particularly in relation to the time and location employees can work, subject to the requirements of individual jobs and services. E.g working from home, compressed hours, term time working

Job Sharing

Most full-time posts are open to job-sharing. This is where two people share the hours, duties of a post and also the pay and conditions. Applicants can apply for job sharing on their own and the council will make every effort to find a job-sharing partner.

Pension

Employees can choose to join the Local Government Pension Scheme (LGPS) - a contributory scheme with employee's contributing a % of their annual salary.



Family Friendly Arrangements

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Maternity Leave - Employees are entitled to maternity leave of up to 52 weeks, regardless of length of service.

Paternity Leave - Employees with more than 26 weeks service are entitled to one week's paternity leave on full pay and one week paid at the rate of statutory paternity pay. Employees with less than 26 weeks service are entitled to one week's paternity leave on full pay.

Dependant Care Leave – Employees to take a reasonable amount of time off work to deal with family emergencies or unexpected problems in relation to dependants. Up to five days of dependant care leave are available in a year.

Adoption Leave - Employees are entitled to take up to 52 weeks adoption leave.

Sickness Payments

The period of sick pay depends on an employees' length of service and rises to a maximum of six months full pay and six months half pay after five years' service.

Employee Wellbeing Scheme

This service offers both practical and emotional support to help manage any of life's challenges and difficulties, both great and small, whether they are for personal or work related concerns.



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