



Knowsley Council

YES
KNOWSLEY

**OUR
WORKPLACE
BENEFITS**



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www.knowsley.gov.uk/yes

OUR WORKPLACE OFFER

Knowsley Council offers a competitive salary and generous benefits package within flexible working arrangements. Find all our employee benefits below.

FINANCIAL

- **Competitive salary**, which rises annually to the next increment of our pay scale for most roles
- **Annual Pay Awards** which are negotiated nationally and apply to all employees
- **Financial well-being** offers and support, including affordable borrowing
- **24-hour financial advice** from our Employee Assistance Programme
- **Car mileage payments**
- **Free car parking**
- Access to a salary sacrifice scheme to **lease hybrid and electric vehicles**
- A **home goods and electricals salary sacrifice** scheme
- **Transparent pay** structures so you are paid fairly in line with peers and know what you will be paid as you develop **your** career with the council



DEVELOPMENT

- Engaging comprehensive **induction programme**
- Fully embedded **apprenticeship and graduate development programmes** with tailored support and development
- Collaborative working with educational establishments to support **development initiatives and opportunities**
- **Levy funded** vocational and degree level **qualifications** available
- **Full programme of CPD** for work-based learning and development opportunities
- A wide variety of roles, helping you to **try different careers and apply your skills** in new areas
- Opportunities for **getting involved in innovative projects** and initiatives to support continuous improvement
- **Strong culture of employee engagement** as well as reward and recognition - supporting you to be the best you can be

PENSIONS

- Access to the Local Government Pension Scheme. Unlike many private sector pensions which are defined contribution (DC), LGPS is a **defined benefit (DB)** scheme. This means:
 - Pension is based on salary and length of service.
 - Provides a guaranteed income for life after retirement.
 - Less risk for the employee compared to DC schemes.

Whereas most DC schemes are based on performance of market investments.

- LGPS pensions are **inflation-protected**, increasing annually in line with the Consumer Prices Index (CPI), helping maintain purchasing power over time.
- The council will typically contribute **9.3% towards your pension**, compared to lower contributions in many DC schemes.
- The scheme includes **ill health and death benefits** which includes immediate access to your pension if you are retired early due to ill health and a lump sum death benefit of 3 times your salary as a lump sum and survivors pensions for dependents.

- Members of the pension scheme can also opt for **early retirement from 55** (with reductions to pension benefits).
- You can find out more about our pensions at [Merseyside Pension Fund \(mpfmembers.org.uk\)](http://mpfmembers.org.uk)
- **Ways to top up your pension benefits**, including shared cost salary sacrifice, meaning more savings on National Insurance and Income Tax and the option to voluntarily make additional pension contributions.

WELLBEING

- **36 hour** full time **working week**
- **Generous** annual leave entitlement with an additional **two concessionary days** over the festive period plus public holidays. Entitlement varies depending on grade, illustrated below, in addition to public holidays
Entitlements below are based on full time hours and will be pro rata for part time employees.

Grade (Days)	Basic Leave Continuous Service (Days)	After 3 Years Continuous Service (Days)	After 5 Years Continuous Service (Days)	After 10 Years continuous Service (Days)
Grade A-E	23	24	28	29
Grade F-G	24	25	28	30
Grade H-L	26	27	29	32
Grade M-Q & PMG1-2	28	29	31	34
PMG3-5 & Directors	30	31	33	36

- Option to buy **additional annual leave**
- **Flexible working**
- **Hybrid** working in many roles
- Active travel support with a **cycle-to-work** scheme
- **24-hour health and wellbeing support** with access to qualified counsellors and practitioners
- Occupational health services
- Workplace adjustments
- Access to a wide range of wellbeing support material including lifestyle assessments and recommendations, information about different health and wellbeing subjects and healthy eating recipes.
- **Free flu jab**
- **Free eye tests for DSE users**
- **Access to a range of health programmes**, such as weight management and smoking cessation sessions
- The council has **strong Trade Union** representation through Unison, GMB and Unite and you will have the option to join.

DISCOUNTS

- A range of **lifestyle savings and discounts** available to all employees, including high street retailers, dining out, cinema, holidays, days out, health and fitness and beauty
- **Discounted gym memberships**
- Access to **reduced-cost travel passes**
- Discounts available through mobile phone providers
- All local authority employees are eligible for **Costco membership**

FAMILY AND CARERS SUPPORT

- **Maternity Leave**
- **Paternity leave**
- **Shared parental leave**
- **Unpaid emergency leave support**
- **Family-friendly policies** supporting fostering, fertility treatment, fostering, adoption and caring responsibilities
- **Carers passports** to make sure you're supported to manage caring responsibilities alongside work
- **Menopause policy, passport, and support**

EMPLOYEE NETWORKS

- The **Changies** offers a safe, informal space for men to connect and support each other.
- The **Carer's Forum** offers support to employees with caring responsibilities.
- The **Disability Workers' Group** advocates for disabled employees and helps shape inclusive policies.
- The **LGBTQ+ Forum** supports LGBTQ+ staff, promotes visibility, and influences inclusive change.
- The **Multi Faith and Belief Workers' Group** raises awareness of diverse beliefs to reduce discrimination and improve service delivery.
- The Neuro Diversity Network offers a place for employees who are neuro diverse to come together and support each other.
- The **United in Diversity Network** challenges discrimination and promotes cultural diversity and race equality.
- The **Women's Operational Workers' Network** focuses on sex equality in employment and policy development and runs **Menopause Café's**.
- The **Youth Employee Network** empowers young staff to share experiences, develop skills, and influence workplace culture.

The **employee networks** work together on joint projects across the organisation.

To find out more visit [Yes Knowsley | Knowsley Council](#)

