

Staff Benefits

Employee Health

Through the [Schools Advisory Service](#)

GP Video Consultation Service:

To reduce absences due to attending GP appointments; a video consultation which connects users with a GP. Flexibility of a pre-planned appointment to fit around work that can provide prescriptions and in some cases deliver medicines. Access to a 24 Hour GP Helpline available 365 days a year who will provide advice and support.

Private Medical Operations:

To reduce long NHS waiting lists at a local private hospital of your choice with over 200 non-emergency conditions covered.

Cancer & Chronic Illness Support Service:

Support available from our experienced nurse team using complementary therapies to assist in relieving symptoms associated with diagnosed conditions. Signposting for spouse/partner, parents/parents-in-law & children.

Physiotherapy Service:

Faster than an NHS referral, staff placed within a week with local physiotherapists; condition doesn't have to be work-related.

Stress Counselling Service:

A bespoke service to support staff with stress caused by work, bereavement or personal circumstances with local counsellors either face to face or phone support; a confidential service.

Relationship Counselling:

Available for staff members & their spouse/live-in-partner with local counsellors either face to face or phone support; a confidential service.

Slimming World membership package:

10-week free membership available to staff over a fixed BMI.

Menopause Support Service:

Free support through Simply Hormones.

For more information on employee health benefits, please visit the [Schools Advisory Service website](#) to whom the OHS subscribes to find out more.

Employee Expenses

There are some expenses that we will pay directly on your behalf (e.g. hotel rooms for work-related travel.) But, we ask you to keep track and report on those reimbursable expenses that you pay yourself. We reimburse employee expenses that are related to travel and parking.

Staff can claim mileage allowances in accordance with published OCC guidelines and for journeys they make to and from one of the 3 sector bases (Highfield Unit, John Radcliffe or St Nicholas' Primary School) which is not their usual sector base and if they are working flexibly through the Outreach team across the county.

OHS Issued equipment

All permanently contracted staff will receive a staff laptop. Staff must read and sign an 'OHS Technology for staff agreement form'. The instructions in this agreement must be followed to protect the highly sensitive personal data related to the young people we work with.

All staff working in the Outreach Team will be issued with an OHS mobile phone.

Pensions

Information regarding teachers' pensions can be found on the [Teachers' Pensions website](#) here. Details for support staffs' pensions can be on the [OCC website here](#).

Staff Discount Scheme

via [OCC](#) through *Kaarp Benefits*

The scheme features discounts and deals on national attractions, entertainment, days out, theme parks, holidays, insurance and many national retailers. This service is free to local government staff and you are able to take advantage of any of the offers available including:

- entertainment - discounted theme park entry and days out
- finance - special deals on wills, insurance and personal finance
- health - money off gym membership and fitness centres, pamper treats and golf courses
- motoring - reduced breakdown cover and money off driving lessons
- shopping - shopping and leisure vouchers, flowers, mobile phones and much more
- travel - fantastic deals on holidays, hotels, UK breaks, travel insurance and airport parking.

On presentation of your staff identification badge at the general information desk, colleagues are currently entitled to an additional 10% discount at the 7 [McArthur Glen designer outlet villages](#) across the UK.

Childcare Vouchers

The [Oxfordshire County Council](#) participates in a childcare voucher scheme with the provider Edenred. This scheme allows childcare vouchers to be paid from the employee's salary, before tax and national insurance deductions. The scheme was closed to new entrants on 4 October 2018 but parents already registered by this date can continue using it for as long as their employer offers it or until they leave the scheme. The vouchers can be used for a variety of different childcare options, such as nurseries and pre-schools, breakfast and after school clubs, holiday play schemes and others. For more information go to www.childcarevouchers.co.uk

Long Service Awards

Long service is awarded for those who achieve 25 years' service with Oxfordshire County Council. All employees who achieve 25 years' service with Oxfordshire County Council are invited to a celebration event with the Chairman of the Council. If an employee reaches 25 years' service before conversion to academy they are eligible for the council's long service award, however, if they reach 25 years' service after conversion then they are no longer eligible. Award ceremonies are arranged annually at County Hall and names are collected through Corporate HR at County Hall. Service does not have to be continuous or full time.

Cycle to Work Scheme

It is a salary sacrifice scheme which allows you to save money on a new bike and cycle equipment and spread the cost over 12 months by having a monthly deduction from your pay each month. You will be hiring the bike for the first 12 months but then have the option to transfer ownership, for a small amount via cyclescheme who will manage the whole process. Check the [Oxfordshire County Council website](#) for more details.

Training & Development

Development activities may take the form of formal learning interventions, courses, online learning, coaching, on-the-job learning and mentoring. Training is an essential aspect of performance management and is discussed during the induction period, during supervision and at performance reviews.

All staff are eligible for support in their professional development and are entitled to request training or coaching from their manager. Training requests must be made through Blue Sky pending approval from the Senior Leadership Team.

Five INSET days per year are set aside for staff development and it is a requirement that teachers attend these as part of their annual directed time.

