

Working for us: employee benefits



This easy read document tells you about employee benefits at Nottinghamshire County Council.

Nottinghamshire County Council offers a range of benefits to its employees, including:

- [Flexible working](#)
- [Employee benefits for parents](#)
- [Generous leave](#)
- [Staff networks](#)
- [Employee wellbeing](#)
- [Discounts with national and local suppliers](#)
- [Charitable giving through payroll](#)
- [Local Government Pension Scheme](#)
- [Other employee benefits](#)



This document includes some links to Nottinghamshire County Council's intranet. This is a closed network for employees of Nottinghamshire County Council. You will not be able to access these links unless you are logged into our network.

Flexible working

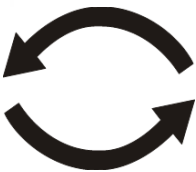
Flexible working lets people have more flexibility in working arrangements, such as:



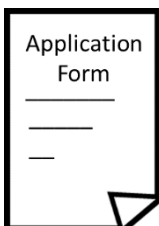
- Changing the hours they work



- Working from home



- Working different hours such as compressed hours



Employees can [request flexible working by completing a form on the intranet.](#)

Job sharing



Job sharing is where two people work part time hours to complete a full time job. It lets people work part-time who can't work full-time and lets the council benefit from their skills.

Employees can [find more information on the intranet](#).

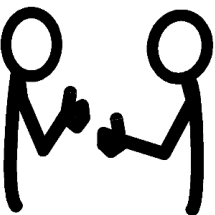
Career break



Permanent employees can take a "career break" for up to 5 years.



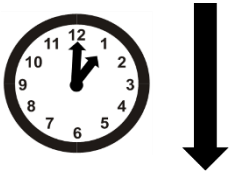
This can be used for caring responsibilities or other good reasons such as voluntary work.



The scheme also gives people a chance to keep their work skills and knowledge whilst on a break.

Employees can [find more information on the intranet](#).

Flexible retirement



Flexible retirement allows employees aged over 55 who are members of the Local Government Pension Scheme to reduce their contracted hours by a minimum of 20 percent and access their pension.

Employees can [find more information on the intranet](#).

Employee benefits for parents

Maternity leave



All pregnant employees are entitled to 26 weeks' ordinary Maternity Leave. An extra 26 weeks' additional Maternity Leave starts after this giving a total of 52 weeks of leave.

Employees can [find more information on the intranet](#).

Adoption provision



We give employees who want to adopt children more flexibility in their working hours and leave (holiday) entitlement. This includes paid leave in line with our Maternity Leave policy.

Employees can [find more information on the intranet](#).

Paternity leave



Our paternity leave policy applies to all council employees (there are separate procedures for teachers and staff of locally managed schools). It gives eligible employees 2 weeks of paid leave during the first 56 days since the birth of a child.

Employees can [find more information on the intranet](#).

Shared parental leave



This scheme lets parents to share their maternity and paternity leave entitlements into a “pool” which both parents can draw from.

Employees can [find more information on the intranet](#).

Neonatal care leave and pay



If a baby born after 6 April 2025 has to receive hospital treatment, end-of-life care or – in some circumstances – treatment at home, their parents are entitled to paid neonatal care leave.

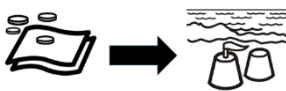
The rate of pay, and eligibility requirements, are set by the Government.

Employees can [find more information on the intranet](#).

Generous leave



People who work for Nottinghamshire County Council can have up to 33 days of annual leave (holidays) as well as 8 days of bank holidays.



The Council has an “annual leave purchase scheme” which means you can swap some of your salary for more leave.

Employees can [find more information about the annual leave purchase scheme on the intranet](#).



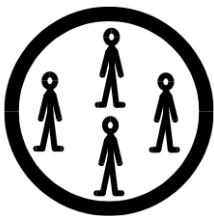
We provide up to four days of paid leave each year for recognised **religious festivals**.



There are special leave options for people who have **caring responsibilities**.

Employees can [find more information about these and other special leave provisions on the intranet](#).

Staff networks



Good staff networks provide a safe space for discussion, to raise awareness and offer a collective voice.

We have four established staff networks, these are:



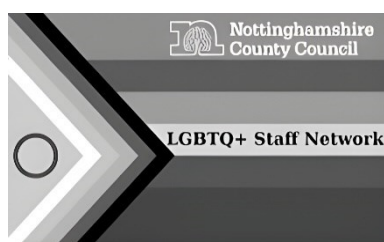
Black Workers Network (Black, Asian and ethnic minority colleagues)

This group connects Black, Asian and ethnic minority employees working across the Council.



Disabled Employees Support Network

This group is for employees who identify as having a disability.



Lesbian, Gay, Bisexual and Trans (LGBTQ+) Staff Network

This group is for employees who identify as lesbian, gay, bisexual or trans.



Neurodivergent Network

The Neurodivergent (ND) Network is for employees at Nottinghamshire County Council who identify as neurodivergent (with or without a diagnosis), or care for a neurodivergent person.

Employee wellbeing



The council supports the wellbeing of people who work for them. To do this they offer:

- Employee counselling service



- Eye vouchers for computer users



- Support available for physical and mental health.



- Occupational Health service.



- Physiotherapy support.



- Refunds on flu jabs.



- Volunteer workplace buddy scheme.



- Workplace chaplaincy service.



- Workplace health champions and wellbeing events.



- Westfield Health scheme.

Discounts with national and local suppliers



Employees are able to access offers and discounts through an employee benefits system.

Employees can [find more information on the intranet](#).

Charitable giving through payroll



You can donate to any UK registered charity or church directly from your wages through Charitable Giving. Our website has [information about how you can do this](#).

Local Government Pension Scheme



The Local Government Pension Scheme is available to employees of the county council.

[Information about the scheme is available on the Nottinghamshire Pension Fund website.](#)

Other employee benefits

We offer a range of other benefits for our employees, including:



The **public transport season ticket scheme** lets you buy a season pass from different travel operators within Nottinghamshire. You can also buy discounted tram and rail annual season tickets.

Employees can [find more information on the intranet.](#)



The **cycle to work scheme** is a part of the government's "Green Transport Plan". It is a tax exemption to let employers provide bikes and safety equipment so people can cycle to work.

Employees can [find more information on the intranet](#).



We offer a **"No Claims Bonus" protection** cover, which protects your no claims bonus if your car gets damaged when you are using it for work.

Employees can [find more information on the intranet](#).

MICROSOFT 365



Everyone who works for Nottinghamshire County Council can receive discounts on subscriptions to **Microsoft's Office 365**.

Employees can [find more information on the intranet](#).

Credit Unions are financial companies owned by their members. We work with **Clockwise Credit Union** so our employees can make payments for saving accounts or loan repayments directly from their salary.

Employees can [find more information on the intranet](#).

Links in this document



Remember: You can only access links marked “**Intranet**” if you are an employee of Nottinghamshire County Council and connected to our network.

Intranet – Flexible working hours

home.nottscc.gov.uk/working/smarter-ways-of-working/flexible-working

Intranet – Job sharing

home.nottscc.gov.uk/working/hr/personnel-handbook/section-d30

Intranet – Career break

home.nottsc.gov.uk/working/hr/personnel-handbook/section-d31

Intranet – Early retirement

home.nottsc.gov.uk/working/hr/personnel-handbook/section-g22

Intranet – Maternity leave

home.nottsc.gov.uk/working/hr/personnel-handbook/section-d27

Intranet – Adoption provision

home.nottsc.gov.uk/working/hr/personnel-handbook/section-d28

Intranet – Parental leave

home.nottsc.gov.uk/working/hr/personnel-handbook/section-d29

Intranet – Shared parental leave

home.nottsc.gov.uk/working/hr/personnel-handbook/section-d43

Intranet – Neonatal care leave and pay

home.nottsc.gov.uk/working/hr/personnel-handbook/section-d44

Intranet – Annual leave purchase scheme

home.nottsccl.gov.uk/working/benefits/annual-leave-purchase-scheme

Intranet – Special leave

home.nottsccl.gov.uk/working/hr/personnel-handbook/section-d4

Intranet – Discounts with local suppliers

home.nottsccl.gov.uk/working/benefits/employee-offers

Nottinghamshire County Council – Payroll giving

nottinghamshire.gov.uk/jobs-and-working/working-for-us/employee-benefits/charitable-giving-through-payroll-deduction

LGPS – Nottinghamshire Pension Fund

nottspf.org.uk

Intranet – Public transport season ticket scheme

home.nottsccl.gov.uk/working/travel-transport/sustainable-travel/season-ticket-scheme

Intranet – Cycle to work scheme

home.nottsc.gov.uk/working/travel-transport/sustainable-travel/cycle-scheme

Intranet – No Claims Bonus protection

home.nottsc.gov.uk/working/travel-transport/council-business/no-claims-protection

Intranet – Discounts on Microsoft's Office 365

home.nottsc.gov.uk/working/benefits/microsoft-workplace-discount-programme

Intranet – Clockwise Credit Union

home.nottsc.gov.uk/working/benefits/credit-unions

For plain English web page version of this information, go to:

[Employee Benefits \(Nottinghamshire County Council\)](https://www.nottinghamshire.gov.uk/jobs-and-working/working-for-us/employee-benefits)

nottinghamshire.gov.uk/jobs-and-working/working-for-us/employee-benefits

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