Lancashire Fire & Rescue Service

Employee Benefits

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| Home with solid fill | **Flexible Working:**  **Hybrid Working:** Some roles provide the opportunity for hybrid working, allowing you to work from home as agreed with your line manager and in accordance with service need.  **Flexi Time Scheme:** A flexi time scheme is available to Grey Book personnel conditioned to the day duty system and certain Green Book members of staff. |
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| Care with solid fill | **Comprehensive health and wellbeing resources:**  **Employee Assistance Programme:** A 24/7 helpline which provides wellbeing and mental health support to get you through life’s issues, problems, and worries.  **Wellbeing Support Dogs:** The aim of a wellbeing support dog visit is to improve wellbeing, build self-esteem/confidence, help someone open up about their feelings and signpost, when appropriate. The Wellbeing Support Dog Handlers have received training to help them share their experiences, provide emotional support and facilitate social interactions in an informal peer to peer situation.  **Occupational Health:** Employees have access to trained healthcare professionals who provide a confidential support framework for an employee when they are experiencing ill health or injury.  **Firefighters Charity:** The Firefighters Charity offers specialist, lifelong support for members of the UK fire services community, empowering individuals to achieve mental, physical and social wellbeing throughout their lives.  Plus, access to many more resources on our internal intranet. |
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| Dim (Medium Sun) with solid fill | **Annual Leave:** Generous annual leave allowance –  Grey Book: 23 days - shift duty system, 28 days - day duty system. Increases by 3 days after 5 years’ service. Plus, bank holidays.  Green Book: minimum basic entitlement of 23 days plus bank holidays and 2 extra statutory days. Increasing after 5 years and 10 years of Service. |
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| Baby with solid fill | **Family Friendly Policies:**  **Enhanced Maternity Pay:** Subject to qualifying criteria, for the first 26 weeks after the employee stops working, they will be paid 100% of their basic weekly pay. For the next 13 weeks the employee will be paid Statutory Maternity Pay entitlement.  **Shared Parental Leave:** This enables parents to share the untaken balance of leave and pay as shared parental leave and pay with their partner, or to return to work early from maternity/adoption leave and opt in to shared parental leave and pay later.  **Adoption Leave:** Adoption leave of 26 weeks followed by 26 weeks’ additional adoption leave will be granted to an employee subject to qualifying criteria. The Occupational Adoption Pay scheme mirrors as far as possible the Maternity Scheme (as stated above).  **Enhanced Paternity Pay:** Paternity leave of up to 2 weeks paid at 100% of basic salary on the basis of an employee’s previous 8-week average, subject to qualifying criteria. |
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| Pound with solid fill | **Sick Pay:** Generous occupational pay entitlement during absence through sickness.  Grey Book: Full pay for first six months, Half pay for next six months.  Green Book: Entitlement increases with length of service, once you have reached 5 years’ service, same entitlement as Grey Book above. |
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| Books with solid fill | **Learning and Development:** Opportunities for employees to further develop in their roles and pursue training and development pathways and qualifications, including offering apprenticeships to staff at all levels. |
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| Star with solid fill | **Employee recognition:**   * Long service and good conduct medals are awarded to uniformed members of staff who achieve 20 years’ service. * Long service pins and certificates are awarded to support staff who achieve 20 years’ service. * Long service gift is awarded to all eligible employees who on the date of retirement, resignation or termination of service have completed not less than 25 years qualifying service within LFRS. * The Chief Fire Officer awards personal commendations for acts of courage and determination that reflect the highest levels of commitment to serving communities. Individuals may also receive a departmental manager’s letter of appreciation for contributing to the work and ideals of LFRS. * The LFRS Star Awards celebrated through the services annual ‘Celebration of People Event’ recognises members of staff nominated by their peers for exemplifying our values in a variety of categories. * The Service also recognises individuals who have completed high-level academic achievements alongside demanding job roles, reflecting outstanding commitment to personal development. |
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| Clock with solid fill | **Continuous Service:** Existing Local Government / Fire Service employees entering the service with no break in service will maintain continuous service. |
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| Credit card with solid fill | **Blue light card:** Access to many online discounts / promotional offers as part of the UK’s Emergency Services, NHS, or Armed Forces: [Welcome to Blue Light Card](https://www.bluelightcard.co.uk/?srsltid=AfmBOoqTuweXYiKlqPwA5NneD45aKL9B3Ulm_gqJ0znQm6as7Tp5Vvzy) |
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| Group with solid fill | **Union Membership:** We recognise Unison, the Fire Brigades Union (FBU), the Fire and Rescue Service Association (FRSA), and the Fire Officers Association (FOA) as negotiating partners. |
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| Piggy Bank with solid fill | **Pension Scheme:**  Grey Book: 2015 Firefighters Pension Scheme – current employer contribution of 37.6%.  Green Book: Local Government Pension Scheme – current employer contribution of 18.6%. |
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| Dumbbell with solid fill | **Free Gym Access:** Employees can use the gym facilities at any station or location. |
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| Megaphone1 with solid fill | **Employee Voice Groups:** We have 5 Employee Voice Groups which are there as a support network for staff and they give staff an opportunity to voice their recommendations or concerns within a safe space. The 5 employee voice groups we have are: Women and Families, Neurodiversity, Race and Religion, LGBTQ+ and Disability. |
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| Cycling with solid fill | **Cycle to Work Scheme:** Through the Cyclescheme you can save 32-47% off the cost of a bike and/or cycling accessories up to the value of £3,000. This operates as a Salary Sacrifice benefit. |
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| Eye with solid fill | **Optician Vouchers:** Display Screen Equipment users can request a voucher to enable them to attend for a full eye and eyesight test by an optometrist or doctor, including a vision test and an eye examination. The cost will be covered by the Service. |
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| Needle with solid fill | **Flu Vaccinations:** We will reimburse the cost of your flu vaccine. You can claim back the cost of a vaccination from a pharmacy of your choosing, up to a value of £17. |
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| Car with solid fill | **Free Car Parking:** Available at all LFRS sites. |
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| Cycle with people with solid fill | **Coaching and Mentoring:**  Coaching is available to anyone in the Service regardless of role. We have partnered with a number of external coaches with different experiences and areas of expertise.  We have an internal ‘Lift and Climb’ mentoring programme where an individual is paired with a mentor through one of the following: reverse mentoring, parallel mentoring or professional/personal development mentoring. |
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