



2019



In order to build a rewarding employee experience , you need to understand what matters to your people.



Get money off in high street stores through Edenred's My Work / Life Solutions

Discounts



High street Discounts

My Work / Life Solutions

My Work / Life Solutions allows Hull Culture and Leisure Ltd employees to save money on purchases online and at high street stores as well as Restaurants, Coffee Shops and Leisure and Travel Activities.

Discounts are applied through pre paid gift cards, many of which are electronic and delivered to your personal email instantly. This allows you to even get discounts on your spontaneous purchases.

With discounts available on holidays, airport parking and big brand stores for your holiday clothes it is worth signing up.

For more information visit edenred.uk.com/signin

Your Pay and Benefits

Pay

Hull Culture and Leisure Ltd are committed to equal and competitive pay. We achieve this by using job evaluation processes and clear pay grading structures.

Our pay structure starts at £9.00 per hour which is 71 pence above the National Living Wage.

For more information of the company's salary structure please visit the HR section of the intranet

Pensions

We will automatically enrol you into our pension scheme (The Local Government Pension Scheme (LGPS)). The LGPS allows you to save while you are working in order to enjoy a pension when you retire. What's more we pay part of the cost of providing the excellent range of benefits, so it's an extremely valuable part of your employment package.

The benefits include :

- A secure pension
- The option to exchange part of my pension for a tax free lump sum at retirement
- A death in service lump sum of three years pay
- Voluntary retirement from age 55
- A tiered ill health pension from any age
- Redundancy cover from age 55
- Protection for my family including dependants pensions
- Contribution Flexibility

For more information on the pension scheme please visit erpf.eastriding.gov.uk

Salary Sacrifice Schemes



EVANS CYCLES RIDE TO WORK SCHEME

Hull Culture and Leisure Ltd offer a ride to work scheme in conjunction with Evans Cycles. Signing up to a cycle to work scheme can offer savings of up to 42% by saving on the amount of Tax and National Insurance you pay. As well as the great savings you will also get up to £60 worth of accessories.

For more information of this scheme please visit the Evans Cycles Ride to Work Scheme. www.evanscycles.com/b2b/ride-to-work

Pay Through Salary Schemes

HULL SMART COMMUTE CARD



The Hull Smart Commute Card allows company employees to deduct a portion of their salary for a bus pass to travel to and from work. The current charge for the Smart Commute Card is £40 per month giving employees a saving of £15 per month.

The card can be used 7 days a week and can be used on services operating between Hull, Warne, Anlaby, Kirk Ella, Willerby and Cottingham.

Gym & Fitness Memberships



LIVE IT FITNESS CARD

Hull Culture and Leisure Ltd employees have access to a 20% discount on Hull Leisure Centre Live It Membership cards.

An off Peak Membership will cost an employee £16.40 and a full membership will cost just £19.60.

With full use of the swimming pools during public swim sessions, free ice skating on top of full use of all gyms, fitness classes and 50% off all court hire this Membership Card is great value for money.

For more information visit hcandl.co.uk or pop in to one of our Leisure Centres.

EAST RIDING GYM MEMBER- SHIP

EAST RIDING LEISURE

East Riding of Yorkshire Council have extended their corporate discount to Hull Culture and Leisure Ltd employees.

The membership will get you access to Tone Zone Fitness Suites, Swimming pool sessions, Exercise Classes (Including Les Mills Programmes) and much more.

The corporate membership has the same benefits as the Premier Membership for just £25 per month.

For more information visit eastridingleisure.co.uk/join or pop in to an East Riding Leisure Centre.



Employees get 20% off Live It Fitness Memberships. Prices start from just £16.40 per month.



Save up to 42% on a new bike with the Evans Cycles Ride to Work Scheme. You can also get up to £60 worth of free accessories



CAR PARK PASSES

Employees who are based in the City Centre are eligible to purchase a Car parking pass through their salary the reduced rate of £30.75. These parking passes can be used at medium and long stay surface and multi story car parks at Francis Street, Trippett Street, Hull Arena, George Street, Pryme Street and Osborne Street.

This pass can be used 7 days a week which makes it even better value for



Work life Balance

ANNUAL LEAVE



With Hull Culture and Leisure Ltd employees get between 22 and 32 days annual leave, this is based on your grade and your length of service.

The company also gives its employees 8 Bank Holidays, 2 Extra Statutory days (to be taken following the late spring and late summer public holidays) and 1 Concessionary day (to be taken during the Christmas break, fixed by the company after consultation with employees via the Trade Unions)



FLEXIBLE WORKING / FLEXIBLE WORKING HOURS SCHEME

The company understands that sometimes employees need a little more flexibility around their working hours and their home life in able to achieve all of their commitments.

Hull Culture and Leisure Ltd have a Flexible working policy which gives employees the opportunity to apply to change their working patterns to enable them to balance their home life with their work commitments.

The company also run a Flexible Working Hours Scheme for all employees working a standard working week.. This allows employees to work flexibly around their start and finish time as long as they are in work during the core hours.

For more information on either scheme visit to companies intranet.

LONG SERVICE AWARD



Hull Culture and Leisure Ltd appreciates the commitment of their employees. In order to celebrate this the company will recognise anyone who has been employed for 25 years with a reward at a presentation lunch.