

Employee Benefits

Our employees' primary focus is to provide the best service possible for the residents of Milton Keynes and we appreciate how important it is to reward our staff for their support in delivering that service. Milton Keynes Council has therefore developed a benefits package that helps us to attract, motivate and retain the best people. We have a diverse selection of benefits on offer and our main benefits include:

Financial:

- Incremental salary progression.
- Final salary Local Government Pension Scheme (current employee contribution rates range from 5.5% to 7.5% (depending on salary) and the employer contribution rate is 19.1%).
- Access to Childcare Voucher Salary Sacrifice Scheme which enables employees to save on tax and national insurance.
- Childcare subsidy (subject to certain criteria).
- Relocation package (where applicable).
- Keyworker priority to the Government's [Homebuy Scheme](#) (for eligible job roles).
- Travel and Leisure discounts.

While at Work:

- Training and development opportunities including a wide variety of excellent in-house and online training courses.
- A stimulating working environment where staff views, team working and joint problem solving are encouraged.
- Employee suggestion scheme.
- Employee recognition scheme; long service award.

Health & Wellbeing:

- A free and confidential employee assistance programme to support employees with a wide variety of issues including: debt and money management worries, childcare, eldercare, relationships etc.
- Bicycle Loan Scheme.
- Occupational Sick Pay Scheme.

Work Life Balance:

- A minimum holiday entitlement of 27 days per year in addition to statutory and public holidays. Actual entitlement will vary according to your role and subsequent terms and conditions of employment.
- Flexible working arrangements including: a flexi-time scheme, part time hours, home working, job share and term time only working (subject to service and business needs).
- A full range of family friendly policies, including enhanced Maternity, Adoption and Paternity entitlements as well as Maternity Support Leave.
- Sports and Social Club.