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# Working for Blackpool Council

Last Modified August 29, 2024



## Employee terms, conditions and benefits

We are one of the largest employers in the area.

As an employer we make sure that our employment policies and practices are always up-to date. Benefits of working for us include:

### Annual leave

Entitlement to annual leave is dependent upon your job grade, length of service and hours worked.

The annual leave entitlement can range up to 32 days per year.

### Other leave

As well as maternity, adoption, paternity and parental leave, you have access to a range of additional leave benefits including maternity support leave, special leave and compassionate leave

### Work/life balance

We are committed to promoting work/life balance and have many schemes that employees can make use of. These include flexi-time, flexible working, job sharing and emergency time off work.

### Pension scheme

When starting work for us you will automatically join the occupational pension scheme appropriate to your role, for the majority of non-teaching employees this is the [Local Government Pension Scheme](#).

Your contribution rate depends on how much you are paid. and when you retire your benefits can include an index linked retirement pension and a tax free lump sum. The scheme also provides for ill health and death benefits.

As an employer in the LGPS, we must publish a [statement of employer discretions](#).

# Training

We have a positive policy towards meeting the training needs of all its employees.

## Health and wellbeing

Our occupational health service is delivered by a team of professionals who carry out a wide range of employee services including clinical assessments, medicals and health surveillance.

The team also provide regular on site clinics to provide advice on stopping smoking, alcohol consumption, diet and exercise and carry out blood pressure checks.

## Disclosure and Barring Service

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

If the post for which you are applying will have responsibilities for children or vulnerable groups, you will be required to apply for a standard or enhanced disclosure.

## Defence Employer Recognition Scheme

Blackpool Council are holders of the MOD's Employer Recognition Scheme Gold Award 2024. This acknowledges the positive role that employers play in supporting defence and inspiring others to do the same. To win a gold, an organisation must demonstrate exceptional commitment to the armed forces community.

Blackpool Council has introduced and implemented a number of policies and initiatives to be an armed force friendly organisation. These include the adoption of a policy to allow staff to take paid leave in order to fulfil their role as a reservists or adult cadet volunteer.

We also recently established internal meetings for staff with service history to come together, network and shape council work. In addition we have signed up for the Pride in Veterans Standard a set of guidelines established by Fighting with Pride to ensure that veteran-focused organisations treat the entire veteran community with dignity, respect, and understanding when accessing services and support.

## Living Wage

As an accredited UK Living Wage employer, we ensure that all employees aged 18 and over, including certain classes of contracted staff, are paid at least the living wage.

We also agree to increase the amount that we pay to employees by the same amount as any increase in the living wage within 6 months of the date of the official announcement.

### Additional information

Pay multiple

Staff structure and pay bands

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Municipal Buildings  
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Blackpool  
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