



CABINET – 15TH SEPTEMBER 2021

SUBJECT: PROVISION OF A STAFF BENEFIT AND RECOGNITION SCHEME

REPORT BY: CORPORATE DIRECTOR EDUCATION AND CORPORATE SERVICES

1. PURPOSE OF REPORT

- 1.1 To seek Cabinet approval of a new staff benefits and reward platform that will support the forthcoming Wellbeing Strategy.
- 1.2 Cabinet are also asked to agree the proposal to further recognise long service.

2. SUMMARY

- 2.1 As part of its ongoing TeamCaerphilly Transformation Programme and as recognition of our valued staff, a new staff benefits package can be introduced across the Council.
- 2.2 The MyAdvantages platform, by Edenred, offers a free to use online benefits service, accessed via the National Procurement Service framework, that makes a wide range of employee benefits, savings, discounts and advice available to public service employees.
- 2.3 The platform also enables local businesses across Caerphilly to promote their businesses and offers directly to our employees and, in doing so, provides the opportunity for our staff to access discounts while still 'shopping local'.
- 2.4 Cabinet will be aware that twenty five years' service with Caerphilly CBC and a predecessor Authority is currently recognised. It is proposed that recognition of long service is now extended to include forty years' continuous Local Government service.

3. RECOMMENDATIONS

- 3.1 That Cabinet:
 - 1) Agree the implementation of the MyAdvantages platform by Edenred for Caerphilly
 - 2) Agree the proposal to recognise forty years' continuous Local Government

Service.

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 Employee wellbeing, including financial wellbeing, is critical for business performance. A healthy workplace, that promotes a state of contentment, benefits both employees and the organisation. These recommendations will assist us as an employer to support and contribute further to our employees' overall wellbeing.

5. THE REPORT

- 5.1 Throughout the pandemic staff from every corner of the organisation have contributed significantly to the work of the Council and to the delivery of services across our communities during some very difficult times.
- 5.2 The loyalty and commitment shown by staff has been exceptional and this report details the introduction of a scheme that, in its own way, gives something back to those that have contributed so much. The benefits scheme may also offer financial support to those who have been affected financially by the pandemic or times of austerity.

MyAdvantages

- 5.3 The Council already provides a number of staff benefit schemes to its employees such as childcare vouchers, cycle to work and green car scheme. The MyAdvantages platform by Edenred takes those initial benefits and adds to them a range of other features that further assist our staff.
- 5.4 The MyAdvantages platform can be completely tailored to suit the Council and to promote local businesses. The platform is accessed by the National Procurement Service framework and there will not be a cost to the Council.
- 5.5 The platform allows the Council to tailor benefits to include:
- Employee savings
 - Childcare vouchers
 - Cycle to Work
 - Reward & Recognition
 - Gym membership
 - Home technology & smartphone
 - Financial Wellbeing
 - Green Car
 - Payroll Giving
 - Health & Wellbeing
- 5.6 The Council currently offers the benefits listed below to employees, which would not be compromised by the introduction of this portal:
- Childcare vouchers (Salary Sacrifice Scheme)
 - Green car (Salary Sacrifice scheme)
 - Cycle to Work (Salary Sacrifice)
 - Discounted membership to CCBC Leisure Centres
 - Eyecare Voucher Scheme.

- 5.7 Any benefits related to gym or health club membership will be considered in conjunction with relevant Priority Actions in the Council's Wellbeing Strategy.
- 5.8 The brochure attached at Appendix 1 provides details of the platform, which as stated, can be tailored to suit the Council. Cabinet will note that there are three main sections to the portal:

My Wellbeing
 My Benefits
 My Recognition

- 5.9 The **My Wellbeing** section contains a host of useful information to help employees with everyday financial issues as well as providing access to charity and insurance sites. There are tips on saving money, taking out a mortgage, searching for insurance and lots more. All of the content, including videos and financial calculators comes from the Money Advice Service.
- 5.10 The section also provides an effective way to boost the financial wellbeing of our employees by offering the ability to access shopping discounts at hundreds of big-brand online, high street and local retailers. With hundreds of ways to help make shopping for goods and services a little bit cheaper, employees can save money on many regular and one-off purchases.
- 5.11 Offers can be redeemed by eGift cards, reloadable cards, vouchers and online offers and can be used in conjunction with any existing in store promotions. Offers are accessible in store, over the phone, online or via mobile devices and Edenred's merchant team are constantly sourcing new retailers and competitive discount rates. Councillors can also access the retail discounts.
- 5.12 The **MyBenefits** section allows the Council to add and remove a range of additional benefits at any time to include Childcare vouchers, Cycle to Work scheme, Car Benefit scheme, Home technology and Smart Phones, Gym Membership and Payroll Giving.
- 5.13 **MyRecognition** is the third section of the platform. This module makes it simple to reward employees and deliver recognition for a job well done. This module is completely configurable to suit local approaches and can range from digital peer to peer recognition to tailored rewards.
- 5.14 The MyAdvantages platform provides a range of benefits to employees and the organisation. These are summarised as follows:

Benefits to our Employees	Benefits to the Organisation
Personalised benefits package	NI Savings
Tax and NI savings	Enhanced employee value proposition
Savings on shopping	Reduced administrative burden
Access to financial well-being tools	Reward and recognition in one place
	Improved employee engagement
	Improved employee retention

- 5.15 MyAdvantages also comes with a first class user interface and a bespoke communications programme designed to drive awareness and maximise its impact across the organisation.

- 5.16 The platform also contains all relevant information including frequently asked questions, benefit in kind information, scheme documentation and links to the benefit providers, ensuring that employees can make informed choices if considering any of the benefits.

Long Service Award

- 5.17 The Council currently recognises twenty five years' service with Caerphilly CBC and a predecessor Authority i.e. Mid Glamorgan CC, Gwent CC, Islwyn BC, Rhymney Valley DC, by giving employees a £250 gift voucher. This is paid for by the employing service area. From 1st April 2021, the predecessor Authority is not applicable.

- 5.18 It is also now recommended that we recognise 40 years' continuous Local Government Service by giving employees a £250 gift voucher, paid for by the employing service area, offering them an invitation for afternoon tea with the Mayor, Leader, Chief Executive and relevant Corporate Director and acknowledging the achievement at a Council meeting.

5.19 Conclusion

The implementation of the MyAdvantages platform and the extension of the long service award provides the Council with an opportunity to recognise the importance of our employees and to offer access to financial benefits, which will support their wellbeing.

6. ASSUMPTIONS

- 6.1 There are no assumptions made within this report.

7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT

- 7.1 The Integrated Impact Assessment indicates many neutral impacts, there are positive impacts for our employees' wellbeing and the community. The proposals also support the principles of wellbeing as set out in the forthcoming Wellbeing Strategy 2021 – 24.

8. FINANCIAL IMPLICATIONS

- 8.1 EdenRed's MyAdvantages online platform accessed via the National Procurement Service Framework is free to use.
- 8.2 The recognition of forty years' continuous Local Government service will be a cost to an employing service of £250 for each qualifying employee. For information, the total number of employees that could have reached 40 years' Local Government Service in 2021 is 12, which would be a total cost across the Council of £3,000.

9. PERSONNEL IMPLICATIONS

- 9.1 There are no specific personnel implications associated with this report.

10. CONSULTATIONS

10.1 All consultation responses have been reflected in this report.

11. STATUTORY POWER

11.1 Local Government Act 1972

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Trade Unions

Appendices:

Appendix 1 EdenRed MyAdvantages brochure
Appendix 2 Integrated Impact Assessment