

# RESET, RESHAPE, RESTART

**Our Future City framework for 2040 is all about empowerment and community. Fair, inclusive, and green, this sets our ambitious and strategic vision to create a vibrant, prosperous, and future-focussed environment where people thrive. We're proud to deliver services to our citizens in ways that help them to be successful. After all, they are our customers.**

Our colleagues, our partners and our communities are all realising the benefits of collaboration and service. With our new Managing Director and ambitious leadership team, our City Council will reshape and restart our service delivery. Great councils need great people and our quest to deliver essential services to our citizens means that we need an equally great and courageous workforce made up of people like you with different strengths and ambitions to deliver the Council's services.

## What it's like to work here

**We're committed to creating an environment that promotes diversity and inclusivity, healthy lifestyle choices, wellbeing, and balance. We're keen to support you and your ambitions at every stage of your career with us and we're proud to give you access to:**

- A range of benefits
- Learning and personal development opportunities
- Employment policies (processes and procedures)

## We're a socially responsible employer:

- Paying the Living Wage Foundation recommended rates of pay applied as a minimum hourly rate (1<sup>st</sup> Apr 2024 £11.44 per hour)
- Paying our apprentices the same rates of pay as their colleagues
- Creating the Clean Air Zone in Birmingham City Centre and aspiring to be a carbon neutral city by 2030 and supporting our employees to achieve this by offering a range of benefits

## Let's talk Health and Wellbeing

- **30 days annual leave** – Increases to 33 days after 5 years and 35 days after 10 years, plus option to purchase additional leave
- **Access to voluntary benefits providers that support health, wellbeing and making the most of your leisure time**
- **Family friendly policies e.g., maternity/adoption, paternity, shared parental leave, carers' leave**
- **Health and wellbeing support networks** e.g., independent, and confidential employee assistance and counselling, occupational health, etc.
- **Employee communities and support groups** including Corporate Black Workers Support Group, Disability and LGBT+ Networks, Menopause Support Forum, etc.
- We are a **disability confident employer**
- We subscribe to the **Vercida** jobs platform, which encourages potential colleagues to **find out what it's like to work here**

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## Moving towards being an agile organisation

If you're thinking of joining us, then you'll need to know where you'll be working. We're proud of what we've achieved already, although some changes are ongoing. Here's what you need to know:

- Opportunities for **24/7 flexible working**, compressed hours or term-time working may be available
- **Remote** working (our future standard) and **home** working
- Locality-based work hubs with **touch down facilities**, workstations, **collaboration, and breakout spaces** for **teamworking and socialising**
- We utilise **Microsoft collaboration tools** and software; training is available
- Many of our **office locations are within the City centre**, close to all public transport options and other amenities
- **Relocation assistance may be available** for colleagues needing to relocate to the City

## And now we've got you interested, we also offer

- **Membership of job-related pension scheme**, West Midlands Pension Fund or Teachers' Pensions, with generous employer contributions
- Job-related **allowances** paid
- Payment of your **professional fees** where it is a legal requirement of the role
- Access to 'My Rewards' – **over 800 individual brands providing discounts and savings** including high street stores, supermarkets, utility, and insurance providers, as well as great days out ... to name but a few!
- Opportunities to join great **salary sacrifice schemes** e.g., Cycle to Work, Annual Travel and Car Parking, as well as making the most of Tax and National Insurance savings (additional schemes to launch soon)

## To help with your learning and personal development

We actively promote annual appraisals for all and support you to be the best that you can be through access to:

- Training and development programmes to meet your needs and the needs of our Services
- Coaching and mentoring programmes
- Our online learning platform offering a broad range of accessible e-learning modules and courses
- Secondment opportunities to support your development