

## **Working for Bromley**

### **A modern, efficient and flexible work environment**

#### **Smart and agile working**

Workforce modernisation is a key part to the transforming Bromley programme.

We are transforming how and where we work with the use and benefit of technology.

In addition to the traditional flexible arrangements, such as part-time, term-time, job share and home working, our staff and managers are embracing the culture of smart, agile and remote working - "Anywhere is your office"!

#### **Parental leave**

The Council offers attractive schemes to support growing families – maternity, paternity, adoption and parental leave schemes are available to staff.

#### **Interest free season ticket loans**

We are actively pursuing ways to reduce the number of employees travelling to work in their car by encouraging the use of alternative means of transport.

As part of this objective we are delighted to offer all employees the opportunity to obtain interest free public transport season ticket loans.

#### **The Bromley Commitment to Staff**

In support of Building a Better Bromley, the Council's Corporate Operating Principles set out our approach to creating a flexible, responsive organisation that can embrace new ways of working with partners and staff to maintain and improve services to our community.

As part of this, we are committed to providing a working environment in which staff can contribute to the success of the Council. This staff commitment sets out the responsibility we all share in making this happen.

Our commitment is underpinned by our employee values and the belief that -

- People come to work to do a good job and make a difference
- Everyone should be treated with respect and be valued
- Managers have the right to manage but should do so fairly
- People have personal accountability for their own development, behaviour and actions
- Communication should be open and ongoing

## **Staff Recognition**

We are committed to being 'excellent' and want to reward the staff who make this happen and we are committed to recognising and rewarding exceptional performance.

We reward talent and excellence through the Bromley Stars event.

This is our chance to recognise and celebrate colleagues or teams who make a real contribution to building a better Bromley.

As part of our localised pay and conditions managers can nominate staff for the merited voucher payment.



## Salary Sacrifice Schemes and Staff Discounts

- Staff can apply for the Bromley childcare deposit loan scheme - up to £2,000 interest free!
- Staff can also beat the traffic and support a healthy lifestyle as there are tax savings through a cycle to work scheme!
- There is also a Home & Technology scheme for computers, smart TV's, mobile phones and gym flex savings.
- The Council offers a general salary sacrifice lease car and additional annual leave purchasing scheme for staff.

## Employee benefits

This is one way we are helping to make Bromley an employer of choice. With discounts at local and national outlets, savings on a wide range of health and leisure activities, travel, food and shopping, we hope you'll make the scheme work for you to make your money stretch further.

