



Staff Benefits

We value our people above all else and we are committed to '*doing good*' for our workforce. We offer a generous range of benefits on top of the salary for doing the job:

Annual Leave

As soon as you join us you will be entitled to 28 days annual leave, rising to 32 after 5 years. You can also request to buy up to 24 additional days holiday in addition to your basic entitlement.

Pension

You will be able to join the Local Government Pension scheme when you join ODS (provided you meet the earnings and age thresholds), it provides a valuable range of benefits. More information on LGPS can be found at <https://www.lgpsmember.org/toj/thinking-joining-key.php>

Flexible Working

We are committed to supporting our workforce in achieving balanced lives. As well as flexible working hours where roles allow, we offer a range of contract types and generous benefits for parents.

'Doing Good' Rewards

We have a strong set of values and a commitment to paying back into the community. We reward our workforce when they demonstrate these values – as nominated by their colleagues.

Learning and Development

ODS invests heavily in learning, we are a member of the 5% club and actively encourage and support our colleagues to engage in personal and professional development.

Employee Assistance Programme

Our EAP is available to all staff to provide 24/7 advice and support on any of life's issues or problems for all the family.

www.Healthassuredeap.com

Staff Offers Discount Scheme/Vectis

Offers a range of savings on national brands and local independent stores

Staff Leisure Card

Gives a discounted price for an individual or family membership at one of the local city councils gyms

Tusker Car Scheme

The salarysacrifice4car scheme is where you can use your salary before it's taxed in exchange for a brand new car

Oxford Bus Company Discount

As part of our green travel commitment a discount of 20% can be claimed when purchasing a ticket/card through the Oxford Bus Company

Cycle Scheme

Can buy a bike and pay it over a year through your salary, which is tax free

The Dealer App

Using the company code, download the dealer app and access food offers, vouchers and rewards

For More Information please contact Human Resources

E:DSHumanResources@odsgroup.co.uk

Or call 07483 011256



COMMITMENT



ASPIRATION



RESPECT



ENGAGEMENT



SAFETY