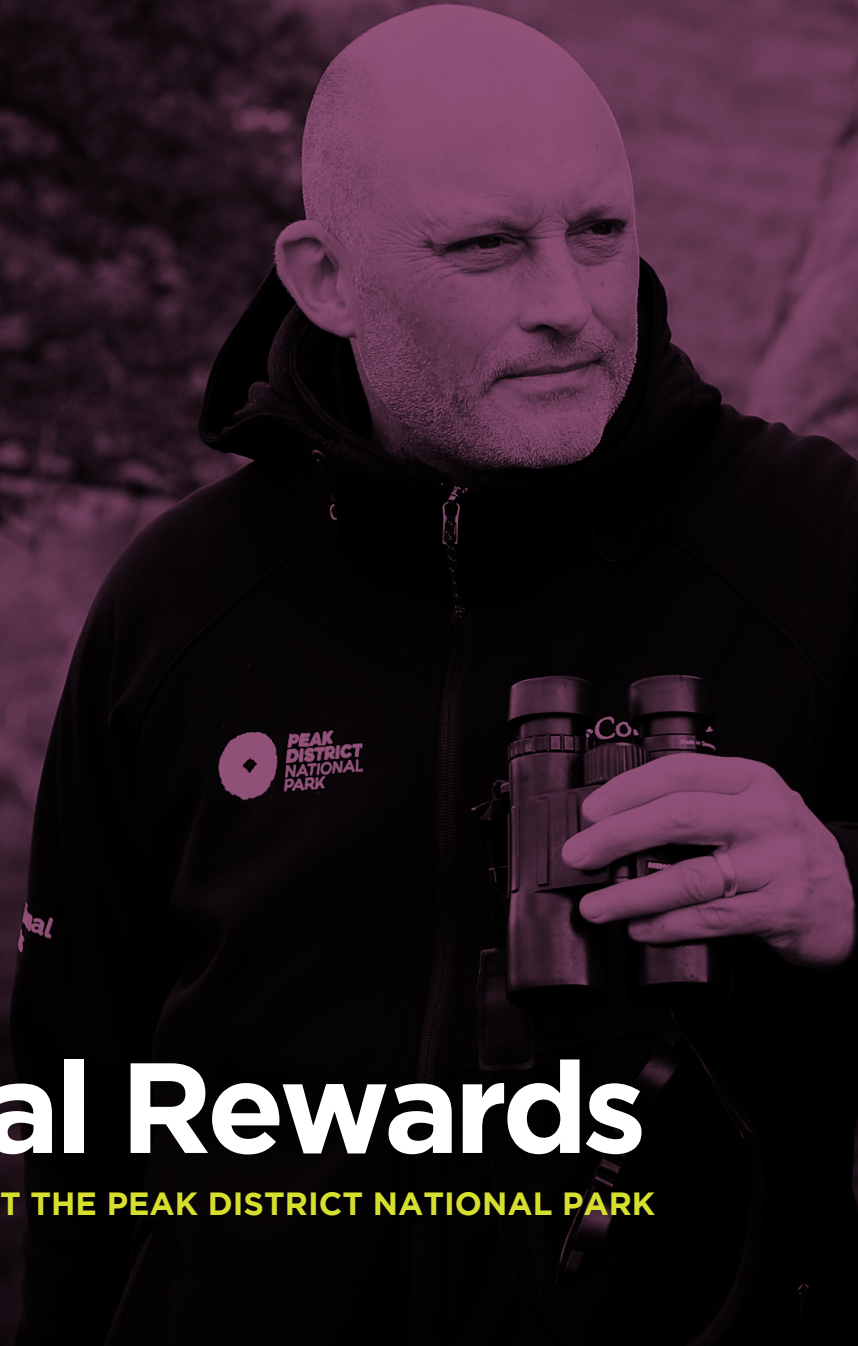




**PEAK
DISTRICT
NATIONAL
PARK**



Total Rewards

WORKING AT THE PEAK DISTRICT NATIONAL PARK

Your next office?

I am incredibly lucky. Working at the Peak District National Park, I have the great privilege of helping to look after not only the UK's first ever national park, but also a team of colleagues who share the same passion for this wonderful place as those who inspired its creation.

That pioneering and ground-breaking spirit from some 70 years ago, today means that we continue to care for and welcome people to an ever-changing landscape that provides a place of inspiration and enjoyment for millions.

However, this cannot be done without a great team of people. Whatever your background, professional skills or the passion that drives you to want to work for our National Park, there could be a role for you with us.



PHIL MULLIGAN
Chief Executive



Pay & benefits

PAY

We are committed to equal pay for work of equal value and have a defined job evaluation scheme and clear pay structures in place to provide this.

We also offer nationally agreed pay awards and incremental salary progression within an agreed pay structure.



83%
of our employees
believe that their
work is meaningful
and challenging

PENSION

The Local Government Pension Scheme (LGPS) is a high quality defined benefit scheme and we currently pay a significant employer contribution of 19.57% of pay for every member.

You can look forward to your retirement with the LGPS with:

A secure pension

At the end of every scheme year the total amount of pension in your account is adjusted to take into account the cost of living (as currently measured by the Consumer Prices Index (CPI), and after you retire your pension keeps up with cost of living increases too.

Flexibility to pay more or fewer contributions

You can boost your pension by paying more contributions, which you would get tax relief on. You also have the option in the LGPS to pay half your normal contributions in return for half your normal pension. This is known as the 50/50 section of the scheme and is designed to help members stay in the scheme when times are financially tough.

Tax-free cash

You have the option when you draw your pension to exchange part of it for some tax-free cash.

Peace of mind

Your family enjoys financial security, with immediate life cover and a pension for your spouse, civil partner or eligible cohabiting partner and eligible children in the event of your death in service. If you ever become seriously ill and you've met the 2 years vesting period, you could receive immediate ill health benefits.

Early retirement

You can choose to retire at the age of 55 and receive your benefits immediately (although they may be reduced for early payment).

Flexible retirement

If you decide to reduce your hours or move to a less senior position after the age of 55 you can apply to draw your benefits, helping you ease into retirement (although benefits may be reduced for early payment).

ANNUAL LEAVE

Working for the Peak District National Park you will get between 26 days and 31 days of annual leave dependent on length of service, plus 8 bank holidays. We also allow up to 10 days to be carried over into the next financial year along with the option to save an additional 5 days per year up to a total of 25 days, for a planned event such as a wedding.

We also have a number of other leave options to help you manage your work and home commitments.

These include:

Compassionate leave

Up to 7 days per annum

Unpaid leave/career breaks

Unpaid leave for personal and professional development

Reservist leave

Reasonable time off to undertake reservist duties

Jury Service leave

Paid leave as required

Carer leave

Unpaid up to 20 days per annum

Trade Union

Time off for representatives to undertake Trade Union duties and training

SICKNESS LEAVE AND SICK PAY

We recognise that unfortunate things happen in life and we provide a generous amount of paid sick leave from first year of employment rising to 6 months full pay and 6 months half pay after 5 years' service.

HAVE YOUR SAY

We are committed to working with our employees and have a recognised trade union presence (UNISON) and a dedicated team of staff who sit on our Staff Committee as employee representatives. We hold regular meetings between representatives and our senior leadership team so that we can work together to provide the best working environment possible.

90%
of our staff
believe that our
work positively
impacts people's
lives



Harriet (pictured) supports volunteer groups from a whole range of backgrounds, caring for landscapes across the National Park

“ I have taken two spells of unpaid leave. The first aided my career progression through a traineeship with another environmental organisation. During the second I spent a prolonged period recharging my batteries and getting to know my newborn son whilst travelling through Europe in a campervan. ”

JOE BAWDEN

Natural Environment & Rural Economy Adviser

Work-life balance & wellbeing

Helen (pictured) manages our visitor and bike hire centres, providing a vital first point of contact for those coming to the Peak District



WELLBEING AND TEAM BUILDING

We recognise how important our staff wellbeing is and run a number of initiatives focussed on this. These have included resilience and mindfulness training, posture and nutrition workshops and mental health training for managers and staff.

We have a number of trained mental health first aiders and we have also signed up to the Mindful Employer Charter.

There are currently lunch time yoga sessions and we are promoting a healthy workplace through walking meeting routes.

We have also received accreditation of the Health & Wellbeing award with Investors in People.



OCCUPATIONAL HEALTH, SUPPORT AND COUNSELLING

We pay for eye tests and flu vaccinations.

We employ occupational health services which provide medical and workplace assessments.

Staff have access to up to six free counselling sessions.

Redeployment and pre-retirement support is also provided.

EMPLOYEE ASSISTANCE PROGRAMME

Includes a 24 hours helpline, providing counselling and legal advice as well as an app that provides free guidance on everything from fitness to financial wellbeing.



FLEXIBLE WORKING

We are committed to providing as flexible a working environment as possible and there are a number of flexible working options that may be available to help with balancing work and home. These

include reduced hours, annualised hours, job share, compressed hours and home-working.

You may also be able to participate in the flexitime scheme which enables you to accrue flexi credit and take up to two days' flexi leave per month and vary start and

finish times, again helping you to juggle your work and life commitments.

We also have a number of family friendly policies which include things such as maternity and adoption leave, paternity leave, parental leave, shared parental leave and carer leave.

“ The flexible working options at the park are amazing. I have a young family and was allowed to change my working hours to allow me to drop off and pick up my children from school. I also regularly use flexi-time to take additional days off during the school holidays. ”

NATALIE CLEMMITT
HR Officer

Develop new skills

Charlotte works in our customer services team providing support for the thousands of enquiries the UK's original National Park receives each year

REGULAR REVIEWS AND DEVELOPMENT

Every year you will have a performance review, during which you and your manager will work together to look at your performance and put together a development plan that is individual to you.

This could include:

- Internal and external learning and development opportunities specific to your job.
- Support to study for a professional qualification including funding/loans, day release, additional time off to study, travel and other approved expenses.
- Leadership development.
- Job shadowing.
- One-to-one career coaching.

SECONDMENTS AND VOLUNTEERING

We also offer internal and external secondments and an employee volunteering scheme with opportunities to volunteer across the park to further develop your skills and competencies.

ONLINE LEARNING

We understand that not everyone is able to attend a training course, so we also offer access to our online learning platform, which is shared between a number of National Parks. The ELMS platform enables staff to login and learn, anywhere, anytime, with a large number of courses to choose from.

90%
of employees say that they have a good relationship with their team



INVESTORS
IN PEOPLE

Accredited
Until 2022



A contribution from the vocational training fund and support for me to attend lectures made it possible to pursue and achieve my ambition of attaining my Masters (MSc) in Management and Leadership.



HELEN BOWER

Visitor Operations Manager

Work perks

PEAK DISTRICT VISITOR AND CYCLE HIRE CENTRES

10% discount on many items - including the eco-cup. Terms and conditions apply.

10% discount off cycle hire and many items in the shops.



HASSOP STATION CAFÉ

20% discount on food and drinks from this great café on the Monsal Trail.



CYCLE TO WORK SCHEME

- **Save 25-39%** on a bike and accessories.
- Salary Sacrifice benefit, pre-tax and National Insurance monthly repayments.



SMARTSPENDING EMPLOYEE DISCOUNTS

Get fantastic discounts at a host of retailers and earn cashback whilst you shop.



COTSWOLD OUTDOOR

15% discount in the Bakewell store on full price items only and code available for purchases from cotswoldoutdoor.com.



FREE CAR PARKING

- Available at most of our offices.
- Pool cars are also available for use on Peak District National Park business including a range of EV vehicles.



BLUEBERRY CAFÉ

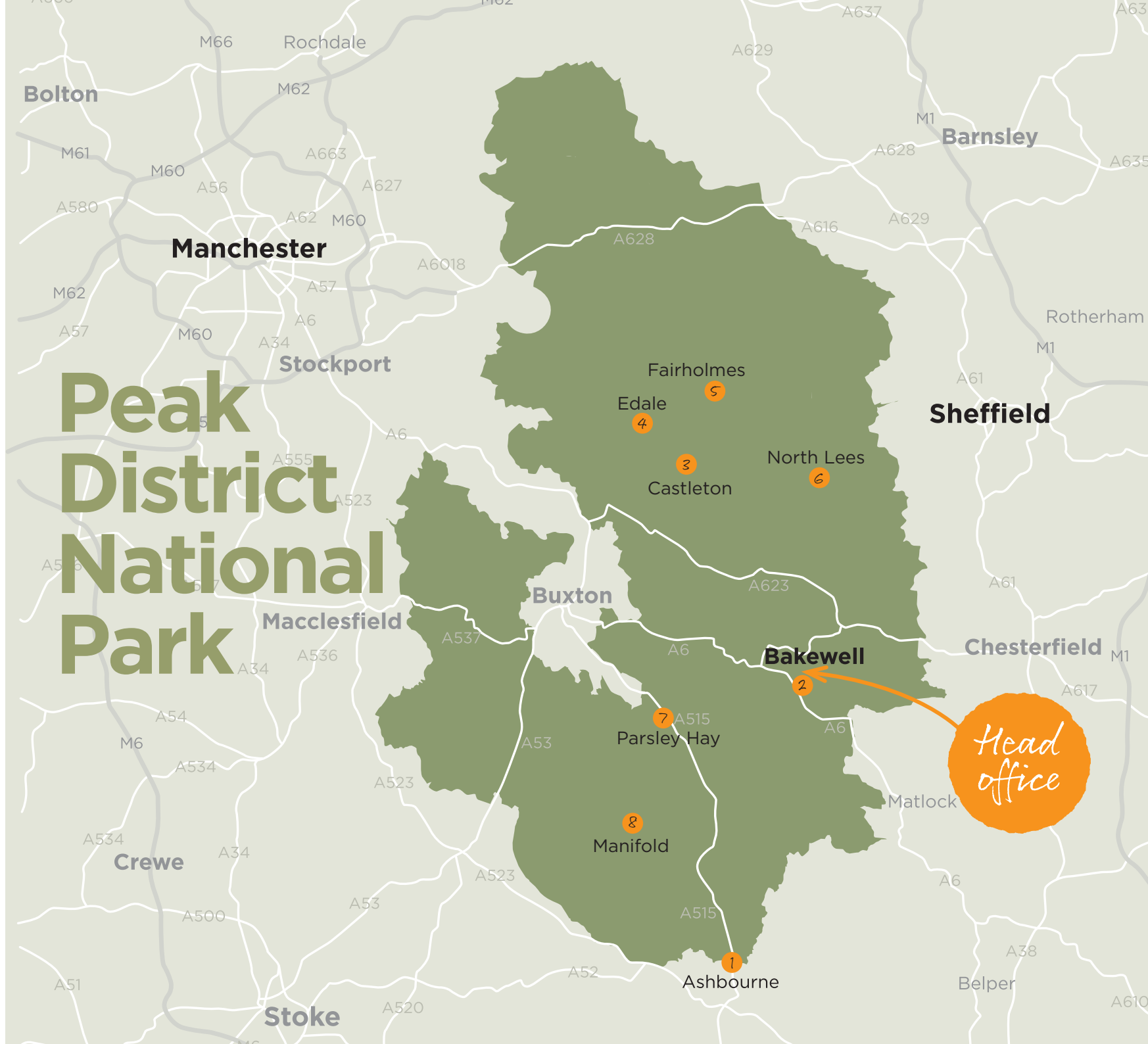
20% discount on food and drinks in the café at our visitor centres in Castleton and Millers Dale.



COLUMBIA SPORTSWEAR

A range of high quality uniform and technical outdoor wear provided depending on your role. **30% discount** every two months.

Peak District National Park



OUR SITES

Our head office is in the beautiful, historic market town of Bakewell in Derbyshire.

You can also find us here:

- 1 ASHBOURNE NATIONAL PARK BIKE HIRE**
Tel: 01335 343156
Postcode: DE6 2AA
- 2 BAKEWELL VISITOR CENTRE**
Tel: 01629 813227
Postcode: DE45 1DS
- 3 CASTLETON VISITOR CENTRE**
Tel: 01629 816572
Postcode: S33 8WP
- 4 EDALE VISITOR CENTRE AND FIELDHEAD CAMPSITE**
Tel: 01433 670207
Postcode: S33 7ZA
- 5 FAIRHOLMES VISITOR CENTRE AND NATIONAL PARK BIKE HIRE**
Tel: 01433 650953
Postcode: S33 0AQ
- 6 NORTH LEES CAMPSITE**
Tel: 01433 650838
Postcode: S32 1DY
- 7 PARSLEY HAY NATIONAL PARK BIKE HIRE**
Tel: 01298 84493
Postcode: SK17 ODG
- 8 MANIFOLD NATIONAL PARK BIKE HIRE**
Tel: 01298 687399
Postcode: SK17 OEZ

Peak District National Park Authority

Aldern House, Baslow Road, Bakewell, Derbyshire DE45 1AE

peakdistrict.gov.uk    

01629 816200 | customer.service@peakdistrict.gov.uk