

No Ordinary County

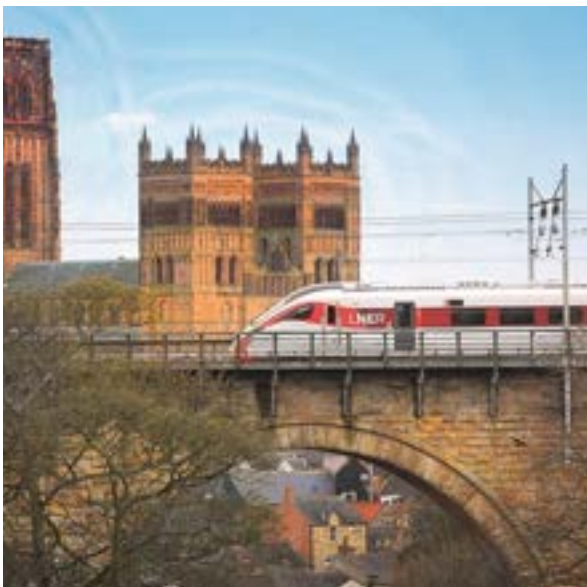
County Durham is the geographic and economic heart of the North East, its largest economy and we are determined to continue to drive growth and opportunities in the region.

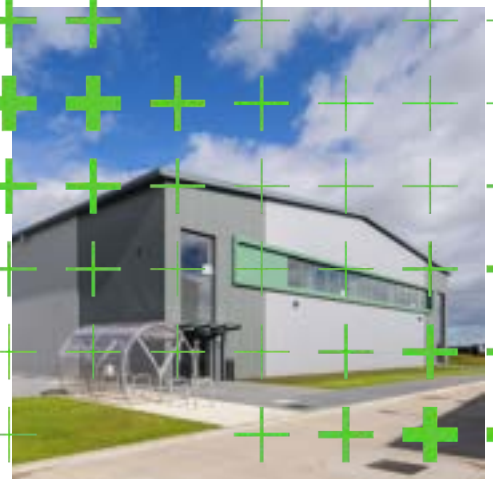
A county rich in the heritage of industry and home to world-leading companies like GSK, Caterpillar, NSK, Hitachi Rail, Atom Bank and II-VI.

A hotbed for innovation, with significant growth in Advanced Manufacturing; Digital and Fintech; Electrification; Life Sciences and Healthcare, and Space and Satellite Applications.

With a population of more than half a million, including 18,800 students, Durham is growing its £9 billion economy through a focus on innovation and its expanding hi-tech and space sectors.

The future with ambitious growth plans to add to the existing 14,565 businesses and 100,000-plus highly skilled jobs already on offer, the future is exciting and now is the time to join our ambition.





Investing for the future

County Durham has the ambition to build a successful, sustainable future promising a healthy and fulfilled lifestyle for all of its residents through access to good housing and employment.

To achieve that ambition, £3.4 billion will be invested in creating jobs, attracting inward investment and building new homes.

Bigger projects include £200m for the development of Aykley Heads; £400m at Bishop Auckland; £58m for the NETPark phase 3 expansion; £200m at Riverside, Durham City and £44.5m at Jade Business Park, Murton.

It is expected that the investment will generate 30,000 new jobs by 2035 and see 25,992 new homes built by 2035.



Living In County Durham

Quality of life

There's a huge variety of things to see and do in Country Durham and the wider North East region:

- Visit historic museums or medieval castles
- Explore the colourful and dramatic landscape of Durham's heritage coast
- Take advantage of the county's busy events programme
- Make the most of Durham City's vibrant retail and hospitality offering
- Participate in or spectate at a diverse choice of sporting activities

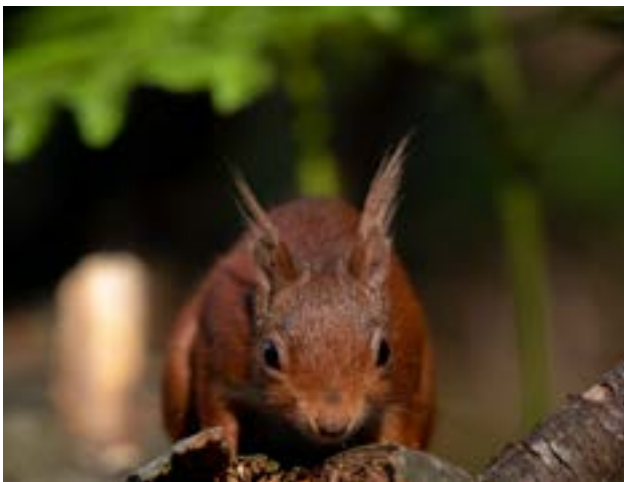
Housing to suit all tastes and budgets

County Durham boasts a fantastic range of housing options to suit all tastes. It has high-quality, new-build developments including stunning executive homes and more traditional period properties in an unrivalled choice of rural, coastal and urban locations. House prices are, on average, the least expensive in the UK at £144,935 – around 43% cheaper than the national average.

High performing schools

More than 87% of County Durham primary and secondary schools in County Durham are rated “good” or “outstanding” by Ofsted – the third highest percentage of any English region.

In terms of independent schools, there are five primary schools, six secondary schools and three sixth form colleges – so plenty of choice.



Rewards and benefits

We want to be sure that every member of staff feels valued and rewarded for their individual contribution. As an employee of Durham County Council you will have access to a variety of rewards and benefits.

Our benefits package is comprehensive and includes flexible working arrangements to support the wellbeing of our people.

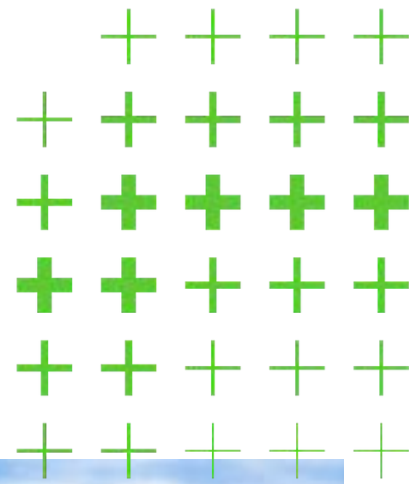
The package

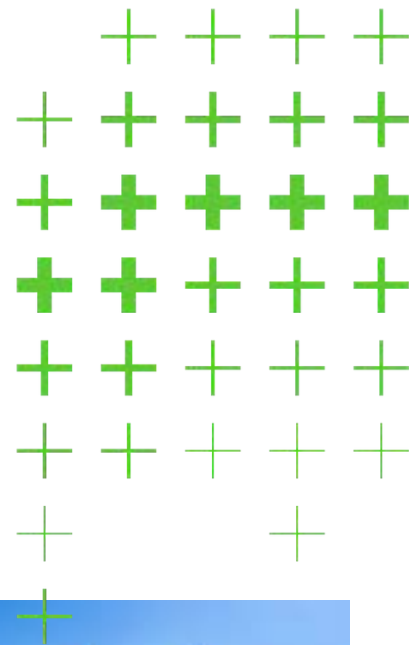
- 26 days holidays per year increasing to 31 after five years continuous local government service (27 days from April 2023, increasing to 32 days)
- Option to purchase up to 10 additional days annual leave per year through our salary sacrifice scheme
- Bank holidays
- Flexible working hours (core hours, minimum working day, credit / debit arrangements, up to 13 additional flexi days per year)
- Contributory career average salary pension scheme
- Discounted gym membership
- Employee Assist Scheme
- Hybrid working
- Trade Union membership

Health and wellbeing

Wellbeing is defined as feeling good and functioning well physically, mentally, and socially.

We all experience a sense of wellbeing differently and as an employer, we want to support every member of staff to feel and function at their best.





Health and wellbeing (continued)

Our package of initiatives and opportunities includes:

- Employee Assistance Programme
- Eye tests for VDU users
- Mental Health First Aiders
- Occupational Health Services
- Wellbeing Portal with information, advice and support on a wide range of health topics

Inclusion and diversity

We have established several groups to enable our employees and their allies to meet, share ideas and raise awareness. These include:

- Disability and allies' staff network
- LGBT+ and allies' staff network
- Working carers peer support group
- Black and minority ethnic workers staff network



Learning and development

An excellent and broad range of learning and development opportunities are available to all staff to ensure your personal and professional development is supported. You can expect:

- access to e-learning
- access to professional qualifications
- an annual performance appraisal
- coaching and mentoring
- comprehensive induction

Holiday

We have a generous annual leave entitlement starting at 26 days per year, this increases to 31 days per year after 5 years of continuous government service, this is in addition to bank holidays. From April 2023 this will increase to 27 days per year with 32 days per year after 5 years of continuous service.



Holiday (continued)

There is also the option to purchase up to 10 additional days leave per year through our salary sacrifice scheme.

Flexible working

As a family-friendly employer, we can see how flexible working helps our staff with their work-life balance.

Many of our roles offer flexible working between the hours of 7.30 am and 7.00 pm. This flexibility can give more freedom to arrange your working day to best meet our customer's needs, it also enables you to accrue up to 13 days flexi leave per year.

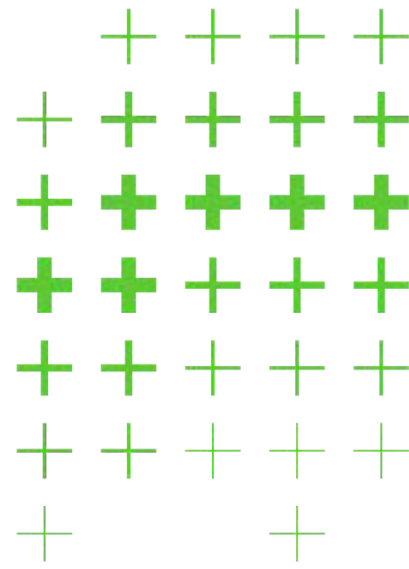
All our full-time vacancies are open to job share unless stated, we also offer a range of part-time and other flexible working options including:

- flexible retirement
- home working
- job sharing
- part-time working

Smarter / hybrid working

We encourage our colleagues to carry out their activities in the smartest and most efficient way possible. Each team member has a base to work from, some roles will require a constant presence in one location, others are able to vary their week combining remote and office working. Equipment is provided to enable this approach.





Smarter / hybrid working (continued)

Providing the opportunities for our team members to maintain a healthy work-life balance is important to us as an employer and we are committed to ensuring all our colleagues are able to balance work and life commitments.

Salaries

Our salaries are competitive and based upon the nature and level of the role you undertake. Our pay scales are incremental so you can expect to receive an annual increase until you reach the top of your pay scale.

Local Government Pension Scheme (LGPS)
Staff are entitled to join the LGPS, further information can be found on the County Council's 'Thinking of Joining' page on the Local Government Pension Scheme (LGPS) website.

Additional benefits

- Car salary sacrifice scheme
- Cycle-to-work scheme
- Discounted gym membership
- Retail discounts
- Travel loan scheme

Accreditations

Better Health at Work - Continuing Excellence

