FALKIRK COUNCIL

Employment Information for Falkirk Council

We are a Council of the Future...

Do you want to work for an organisation that is well respected, has a culture of efficiency and continuous improvement and makes a real difference to the lives of almost 160,000 people? If the answer is yes, then apply for a job with Falkirk Council.

Situated between Glasgow and Edinburgh, and home to the world famous Falkirk Wheel and Kelpies, the Falkirk area is thriving and filled with opportunity.

As a bold council, we are transforming how we deliver our services to better meet the needs of our communities by harnessing the talents of our employees and encouraging them to break new ground and be creative. We are engaging with our communities, listening to what they say and acting on their feedback, using data to understand their needs and embracing digital technology to modernise how we work.

It's an exciting, challenging and rewarding time to become a Falkirk Council employee and we need motivated and talented people to join us on our journey to become the Council of the Future, one that is responsive, innovative, trusted and ambitious.

With a competitive salary and excellent benefits, including a career average salary pension scheme, there's plenty of opportunity to grow your career with us - whether you're starting as a Modern Apprentice or developing skills to take your talent further.

We understand that work isn't the only thing in your life and are happy to consider flexible working options in various posts. We have a family leave policy, a generous holiday allowance and an opportunity to purchase additional annual leave all designed to help you achieve the perfect work-life balance.

We are an Equal Opportunities employer and encourage applications from all members of the community and all protected characteristics.

As a Disability Confident Employer, we are committed to ensuring our recruitment and selection process is accessible to all. If you would like an application pack or application form in a different format please contact our Staffing and Recruitment Team via staffing.recruitment@falkirk.gov.uk

Some useful information about working for Falkirk Council…

(this does not apply to Teaching posts – they have separate national conditions)

Pay	All employees are paid monthly, directly into a bank account.
Employee Benefits	AA Membership scheme Car Leasing Scheme Cycle to Work scheme Discounts with local businesses/retailers Employee Assistance Programme Home & Electronics Scheme Purchase Additional Annual Leave Scheme Shared Cost AVC's Vivup Lifestyle Savings Employees: Employee benefits - Falkirk Council
Annual leave	Leave entitlement is based on continuous service as follows: Number of Years Service — Annual leave entitlement 0 — 199.8 hours (27 days) 1 — 207.2 hours (28 days) 2 — 214.6 hours (29 days) 3 — 222 hours (30 days) 4 — 229.4 hours (31 days) 5 — 236.8 hours (32 days) 10 — 251.6 hours (34 days)
Public holidays	For non-school based employees there are 8 days designated as public holidays. For school based employees there are 14 days.
Flexible/Hybrid Working	Hybrid working is encouraged, when the job role allows. The Flexible Working Policy allows for applications to be submitted for various flexible working arrangements, i.e. job share, part time, term time, compressed hours.
Pension	Career Average Pension Scheme. Most new employees automatically join the scheme when they commence employment. For more information please click here: Auto and re-enrolment | Falkirk Pension Fund https://www.scotlgpsmember.org/your-pension/the-essentials/key-features/
Notice periods	This varies depending upon your Grade: • Up to and including Grade H: 4 weeks • Grade I and above: 8 weeks
Sick pay	Occupational Sick pay is payable after 26 weeks continuous service. The amount of pay and duration payable varies depending

	on length of service.
Family leave	We understand the need for time off to manage family/parental commitments and comply with or exceed statutory requirements. We also recognise and value the contribution that foster carers and kinship carers make to the lives of children and young people in care and understand that they may need some flexibility in their working arrangements to support fostering.
Benefits Calculator	We understand applicants may want to consider how advertised salaries may interact with any existing benefits they receive. The following benefits calculator may assist to estimate this: Benefits and support: Benefits Calculator - Falkirk Council The calculator gives a general guide only and may not provide a true representation of, for example, term-time roles.