



Employee Benefits Brochure

Lincolnshire County Council

EmployeeBenefits@lincolnshire.gov.uk
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Introduction from our Chief Executive

Our people are at the centre of everything we do at Lincolnshire County Council. I am proud of the commitment, expertise and care you bring to your work, and of the difference you make every day to the lives of residents across our county.

The benefits outlined in this brochure reflect our appreciation for your contribution. Alongside practical discounts, they offer access to a range of support services to help you maintain your wellbeing and continue to grow professionally.

I hope you will take the opportunity to explore what is available and make the most of the benefits on offer.

Andrew Crookham
Chief Executive



COLLABORATIVE | ADAPTABLE | RESPONSIBLE | ECO-CONSCIOUS | SUPPORTIVE

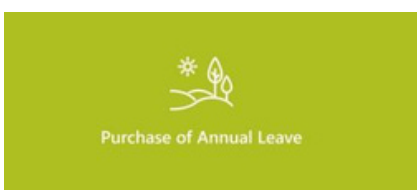


Salary Sacrifice Schemes

At Lincolnshire County Council, we offer a range of Salary Sacrifice Schemes designed to help you get more from your pay while supporting your lifestyle, wellbeing and work-life balance. These include benefits such as Cycle2Work, the Tusker all-inclusive car scheme, and our Purchase of Additional Leave option.

A salary sacrifice scheme allows you to exchange part of your gross pay for a non-cash benefit. As the deduction is taken before tax and National Insurance (NI), your taxable pay is reduced, meaning you could pay less tax and NI while enjoying valuable benefits. Each scheme clearly sets out how much salary will be exchanged and what you'll receive in return, making it a simple and transparent way to stretch your earnings further.

All salary sacrifice arrangements are reviewed by HR and Payroll to ensure they are suitable and that your pay does not fall below the National Minimum Wage. This ensures you can take advantage of these benefits safely and responsibly, with confidence that they are being managed in your best interests.





Sport & Leisure

Cycle2Work Scheme

Salary Sacrifice

Cycle2Work is a Government-backed, tax-free scheme delivered through Perkbox, helping you save money on a new bike and safety equipment while supporting greener travel. Save 32%–42% through salary sacrifice, with repayments spread over 12 or 18 months, taken from your gross salary to reduce tax and National Insurance. Choose from hundreds of UK bike brands, improve your fitness and wellbeing, and reduce your carbon footprint. Options are available to keep the bike at the end of the hire period.

Tusker Car Scheme

Salary Sacrifice

Thinking about your next car? The Tusker Car Scheme, available through Perkbox, offers a simple and cost-effective way to lease a brand-new or pre-loved vehicle through salary sacrifice. One fixed monthly amount covers insurance, servicing, tyres, MOT, breakdown cover and home delivery, helping you save on Tax and National Insurance. Employees can benefit from significant savings on electric vehicles, with Benefit in Kind set at just 3% for 2025/26. The scheme is open to eligible employees and includes important salary safeguards to ensure National Minimum and Living Wage compliance. One vehicle is available per employee, and early termination charges may apply.

CSSC Leisure Membership

Established over 100 years ago to provide health and leisure benefits to Civil Service employees, CSSC Sports and Leisure are now established as a standalone not-for-profit organisation. You can become a member for just £5.99 a month. Moreover, up to 6 of your friends and family can join CSSC and link with your membership – they'll get the same benefits as you! Get free access to English Heritage, Cadw and Kew Gardens sites, discounted tickets including Cineworld, ODEON, Thorpe Park, Alton Towers, LegoLand. For those wanting to get active, join live virtual fitness classes or access discounts to 3,000 gyms.



Sport & Leisure

National Gym Discounts

Colleagues can now access exclusive fitness and wellbeing discounts through Perkbox, including savings on gym memberships with providers like PureGym and The Gym Group, as well as local gyms. There are also discounts on fitness clothing, supplements, and accessories from brands such as Nike, MyProtein, and Gymshark.

Through Epassi (via Perkbox), you can search your postcode to access thousands of gyms and fitness centres, with savings of up to 50% and often no joining fee. Each gym offers different discounts, so you can find an option that suits you.

Deans Gym Offer

Dean's Sport and Leisure Centre at Lincoln College offers Lincolnshire County Council employees a 12 month premium membership for £17.50 per month. Lincolnshire County Council employees are also able to sign up with no joining fee. This membership includes the use of the fitness suite, group exercise classes, the spa and racquet sports facilities.



Sport & Leisure

Specsavers

We offer a Display Screen Equipment (DSE) eye care scheme for eligible employees through Specsavers, supporting eye health for those who regularly use screens at work. The scheme provides a DSE eye test and either a pair of DSE glasses from the £50 range, or a £50 contribution towards frames from other ranges. For non-DSE prescriptions, employees receive a £20 discount on glasses from the £100+ range. The scheme can also be used to supply Safety Glasses where specialist PPE has been identified as a requirements.

Lincolnshire Wildlife Park

Enjoy a fun-filled day out at Lincolnshire Wildlife Park, home to majestic big cats, colourful parrots, meerkats, lemurs and more. LCC employees receive 10% off standard admission by simply showing their Staff ID card on arrival. Perfect for families, the park offers unforgettable wildlife experiences, peaceful nature trails and seasonal events throughout the year.



Employee Savings

Perkbox Benefits System

In support of People Strategy Priority 5 – delivering a positive workforce experience, from April 2026 we have introduced Perkbox, our modern employee benefits platform. Perkbox brings together rewards, discounts, wellbeing support and recognition tools in one easy-to-use place, giving you greater choice, flexibility and support.

Through Perkbox, employees can access key salary sacrifice benefits, including Tusker car leasing and the Cycle2Work scheme, alongside a wide range of everyday discounts and wellbeing resources. Whether you work on the frontline, in support services or within our communities, Perkbox makes it simple to access the benefits that matter to you — when and where you need them.

What's included:

- Tusker car leasing and Cycle2Work schemes in one platform.
- Hundreds of discounts and perks from leading brands, such as Garmin, Samsung, Emirates, and UK Supermarkets
- Save on gym memberships with providers including PureGym, The Gym Group, and a range of local gyms, alongside discounts on fitness clothing, supplements, and accessories from popular brands such as Nike, MyProtein, and Gymshark.
- Wellbeing tools supporting mental, physical and financial health
- Recognition features to share appreciation and celebrate success in line with LCC's values.

New employees joining LCC should receive their invitation link within the first two of weeks of joining.



Employee Savings

Shared Cost AVCs

Salary Sacrifice

A Shared Cost Additional Voluntary Contribution (AVC) is a flexible way to boost your LGPS pension through salary sacrifice, helping you save on Income Tax and National Insurance while building extra retirement savings. AVCs are paid through payroll and invested separately from your main LGPS benefits, providing additional income when you retire.

By choosing the Shared Cost AVC scheme, you benefit from greater savings compared to standard AVCs, as National Insurance contributions are also reduced. This scheme runs alongside the existing AVC arrangement and does not replace it.

LCC has partnered with My Money Matters, an online financial wellbeing platform, to offer this scheme and help support your long-term financial security.

Financial Well-Being & Pre-Retirement Workshops

Build confidence in managing your money with our financial wellbeing workshops, designed to support you at every stage of life. Learn practical skills to manage debt, improve your credit score, build savings habits, and plan effectively for the short and medium term.

We also offer a Retirement Planning workshop, helping you take a positive and realistic approach to keeping your retirement plans on track. The course supports informed decision-making so you can feel confident about your future.

These sessions are hosted by Affinity Connect and are a great opportunity to take control of your finances and work towards your financial goals.



Employee Savings

Stagecoach Bus Travel Scheme

Lincolnshire County Council has partnered with Stagecoach to offer a convenient way for employees to pay for an annual bus season ticket through monthly salary deductions. This scheme is currently available to salaried employees travelling into or around Lincoln, helping to make commuting easier and more affordable.

Once enrolled, you can use your season ticket as often as you like, with deductions starting when your pass becomes valid. Your Staff ID card must be shown alongside your season ticket when travelling. There is also an option to pay by lump sum if preferred.

To apply, complete a Travel Scheme Application Form and return it to ContractCarHire@lincolnshire.gov.uk. Please allow up to 10 working days to receive your season ticket.



Support & Development

Counselling & Wellbeing Hub

The Counselling and Wellbeing Hub offers free, confidential, professional counselling and support to all Lincolnshire County Council employees. This discreet, non-judgmental service provides a safe space to talk through personal or work-related concerns with a qualified counsellor.

Support includes up to six confidential counselling sessions, delivered by counsellors who are members of the British Association for Counselling and Psychotherapy (BACP). Sessions focus on helping you understand your thoughts, feelings and behaviours, explore coping strategies, and make positive changes.

The Hub also offers themed sessions, workshops and drop-ins throughout the year.

Flexible working arrangements and leave provision

Lincolnshire County Council offers a wide range of flexible working options and leave provisions to support you throughout your career and help you balance work and personal commitments.

These include annual leave and Bank Holidays, flexi-leave, smarter working arrangements, job sharing, compressed hours, term-time working and flexible retirement. We also provide a variety of family-friendly and special leave options, such as maternity, adoption and family leave, compassionate and disability leave, study leave, reservist deployment leave, election duty leave, and the option to purchase additional annual leave.



Support & Development

Career progression

We support our employees by developing the skills, knowledge, and behaviours needed to succeed in their chosen career paths. Many of our employees have built varied careers with us by taking advantage of internal vacancies and secondment opportunities. All current vacancies are advertised at: <https://jobs.lincolnshire.gov.uk/home.html>

Lincs2Learn

Lincs2Learn is the council's online learning management system, designed to make learning and development easy, flexible and accessible. It brings a wide range of learning activities and resources directly to your home or work computer, giving you the opportunity to take control of your own development and learning journey.

Through Lincs2Learn, you can book face-to-face training events as well as access a broad range of online learning modules at a time that suits you.



Support & Development

Health 4 Cash Plan

A Health Cash Plan helps employees manage the cost of everyday healthcare by providing money back on routine expenses. By paying a simple monthly premium, you can claim cashback towards costs such as dental check-ups and treatment, eye tests and glasses, and therapy fees, as well as a range of other healthcare services.

There's no medical assessment required, making it quick and easy to join, and over 90% of eligible claims are typically authorised within two working days of receipt. It's a practical way to look after your health while keeping everyday healthcare costs under control.

Purchase of Additional Leave

Salary Sacrifice

Employees can buy additional annual leave each year through our salary sacrifice scheme. You can purchase up to twice your weekly contracted hours, to a maximum of 74 hours, with part-time staff eligible on a pro rata basis. This option is available to employees on flexible working arrangements, subject to National Minimum Wage requirements and manager discretion, taking account of operational and budget considerations.

The cost of additional leave is taken through salary sacrifice, meaning you give up part of your gross salary in exchange for extra leave, which can reduce the tax and National Insurance you pay. Calculations are based on your notional salary before any deductions, and we must ensure your pay does not fall below the National Minimum Wage, including where you participate in other salary sacrifice schemes.

Applications are made via an online form on SharePoint during April and May, and any purchased leave must be taken within the same leave year. Costs are calculated using your salary as at 1 April and deducted in ten equal monthly payments from June.