

Sample Total Reward Statement 2024/25

Family Safeguarding and Adolescents Team

Advanced Social Worker

About your statement:

This statement illustrates the value of your total reward package with Surrey County Council. The information is based on 2024/25 pay and benefits available to you as an **Advanced Social Worker**. All retention payments will be paid in 3 instalments over 18 months. Market supplement will be paid into your monthly salary.

Your pay:

Basic annual salary based on working 36 hours per week	£46,399
Maximum Start-up / Retention payment	£6,000
Market Supplement – Per annum	£5,000

The following section provides an example of the benefits that in addition to your basic pay could make up your Total Reward Package:

Benefit	Provider	Contribution/Savings per annum
Pension	LGPS Employer Contribution	£6,867
Holiday entitlement	28 days	£4,983
Gym Membership*	Single membership	£173
Supermarket/Retail discounts*	Based on a family of four	£1,863

* *Average savings per annum*

Other benefits available to you:

In addition to the above you have access to the council's award-winning benefits package, which provides a comprehensive range of benefits, offering something for everyone including -

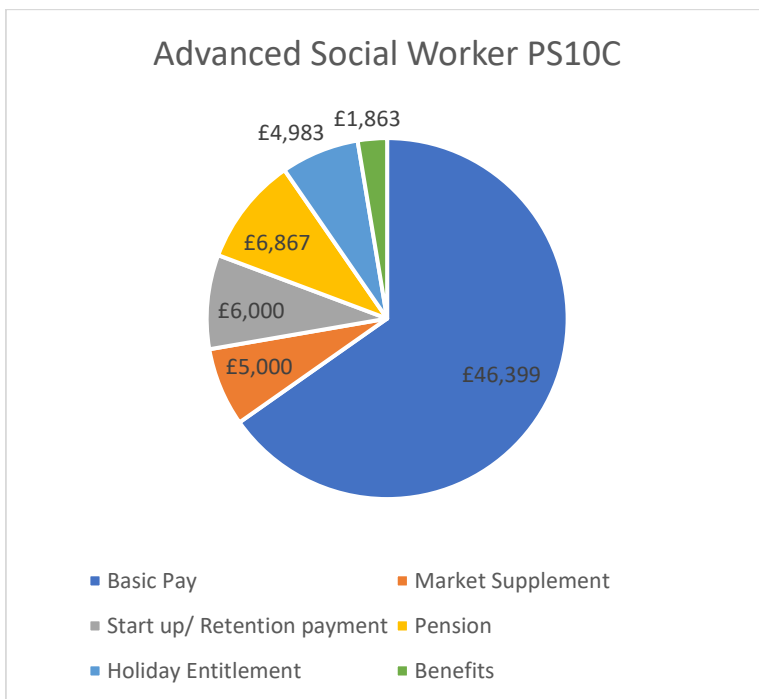
- Access a range of discounted healthcare plans
- A range of travel and transport benefits including, business mileage reimbursement, interest free rail and bike loans, lease car and cycle schemes and discounted rail and bus fares.
- A 9-day fortnight and option to buy up to 10 days additional leave per annum.
- Flexible working options which may help with balancing work and home (part time, job share, compressed hours or term-time only) with hybrid office and home working.
- Employee Assistance Programme, offering free confidential counselling, financial and legal advice.
- A generous sick pay scheme from the first day of employment with 3 months full pay and 3 months half pay (dependant on your contract of employment).
- A dedicated Occupational Health Unit providing support and assistance.

Training and Development

The Council will support you in staying registered by allowing your professional fees to be reclaimed as expenses. Surrey County Council is committed to your training and career development. We offer a rewarding, stimulating and challenging career path that follows the principles of openness and fairness every step of the way. We offer a Core and Specialist Training package specifically for those in Children, Families and Lifelong Learning Directorate as well as workers being able to access multi-agency training offered to the Surrey Safeguarding Children's Partnership. My Career scheme helps you to plan your career with the council. We have a dedicated Career Progression Pathway for Social workers progressing to Senior and Advances Social worker level and Team Managers, which incorporates a mentoring offer within the Pathway.

Sample total reward package: Advanced Social Worker

Here is a sample summary of your Total Reward Package. It shows the financial values of the benefits and allowances Surrey County Council provide to you.



Total Reward

Basic Pay	£46,399
Start Up / Retention	£6,000
Market Supplement	£5,000
Pension	£6,867
Benefits	£1,863
Prof Fees	£ 90

Total **£66,219**

(Plus Holiday Entitlement to the value of **£4,983**

In addition, if you are eligible, you will have access to our range of benefits such as a car lease scheme, cycle to work, season ticket loan, eyecare voucher, and an option to purchase annual leave. For the full list of benefits available, visit [Staff benefits \(sharepoint.com\)](#)

Commitment to Equality and Diversity

We aim to promote an inclusive culture for all staff. So, whatever your background, ethnicity, gender, religion or sexual orientation, we welcome you, and your application. At Surrey you will have access to the support of a range of staff networks, including the parents' carers network, disabled employees network, LGBTQ network, MEGA (Minority Ethnic Group), early careers network and the women's network.