

# Sample Total Reward Statement 2023/24

## Family Safeguarding and Adolescents Team

### Senior Social Worker

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#### About your statement:

This statement illustrates the value of your total reward package with Surrey County Council. The information is based on 2023/24 pay and benefits available to you as a **Senior Social Worker**. All retention payments will be paid over in 3 instalments over 18 months.

#### Your pay:

Basic annual salary based on working 36 hours per week	<b>£44,614</b>
Maximum Start-up / Retention payment	<b>£6,000</b>
Market Supplement – Per annum	<b>£5,000</b>

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

<b>Benefit</b>	<b>Provider</b>	<b>Contribution/Savings per annum</b>
Pension	LGPS Employer Contribution	<b>£6,603</b>
Holiday entitlement	28 days	<b>£4,791</b>
Gym Membership*	Single membership	<b>£168</b>
Supermarket/Retail discounts*	Based on a family of four	<b>£1,250</b>

\* *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 -

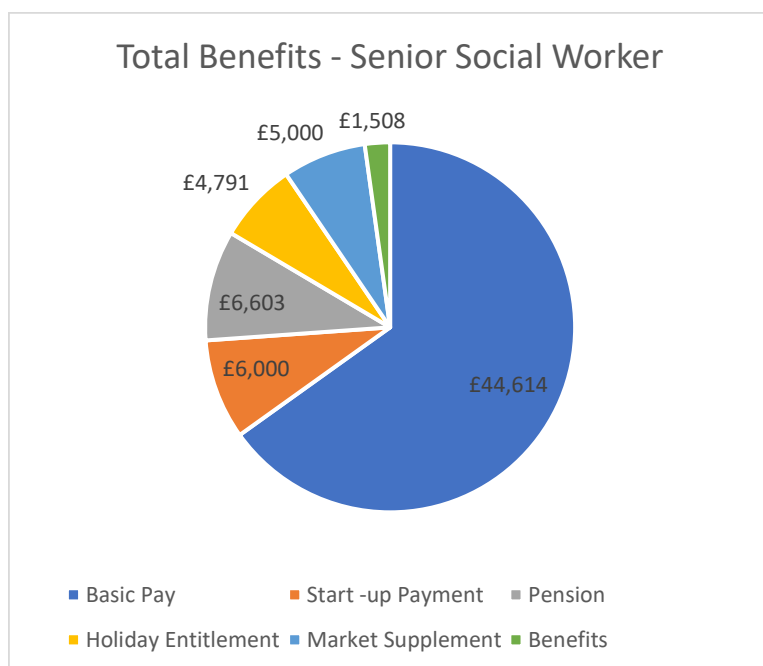
- Up to 32% savings on annual health assessment or access a range of discounted healthcare plans.
- A range of travel and transport benefits including, business mileage reimbursement, interest free rail and bike loans, lease car and cycle schemes and discounted rail and bus fares.
- A 9-day fortnight 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: Senior 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	<b>£44,614</b>
Start Up / Retention	<b>£6,000</b>
<b>Market Supplement</b>	<b>£5,000</b>
Pension	<b>£6,603</b>
Benefits	<b>£1,508</b>
Prof Fees	<b>£ 90</b>
<b>Total</b>	<b>£62,465</b>

*(Plus Holiday Entitlement to the value of **£4,791**)*

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.