

Name of initiative	Commenced	Purpose
Golden Hello	Q3 2018	To address the market challenge for hard to recruit posts where clear evidence exists locally, and/or regionally, and/or nationally of competitive pressures in the particular field and of the departments inability to recruit at the established grade.
Refer a friend	2018/19	To support recruitment initiatives. Employees could encourage someone they know to apply for a role at the Council and if the person they recommended was successful they would receive a financial reward if they are recruited and on successful completion of probation period. The rewards are £50 for referring someone to any role, and a £350 for referring someone to a hard-to-recruit post.
Driver retention payment	Nov-21	To retain refuse drivers. Eligibility for the scheme was employees who were not under an existing Golden Hello agreement or a driver training agreement. The retention payments were set out at 8 installments of £300 per quarter for 2 years, which totalled at £2,400.
Market supplements	2011 (last review date)	A supplement payable in addition to the established salary for a post where the established salary is insufficient, at a particular point in time to attract or retain the skills and knowledge necessary to achieve the level of performance required to meet the Council's key priorities and objectives.
Vivup EAP/CBT workbooks/benefits contra	01/04/2020	Support for wellbeing initiated at start of Covid and as part of a review of our benefits package. Continues to be offered to all staff - benefits package includes 24/7 EAP support helpline including counselling - CBT workbooks, and salary sacrifice schemes
Absence trial/other initiatives	2023	We have listened to colleague feedback on the current attendance management policy, especially triggers being discriminatory to those with long standing health conditions. We we also want to make sure the process is an efficient use of time for both colleagues and managers. This supports SCDC culture to move towards one of trust and a focus on wellbeing rather than a process
BHSF - health cash plan	03-Jan-23	An additional benefit though our provider where staff can opt to join a health cash plan - varying levels
Wellbeing survey	2019, 2020, 2022, 2023	The purpose was to benchmark and analyse employee wellbeing and engagement.
Flexible working policy	2022 (last review)	The purpose of this is to codify the statutory provisions of the Flexible Working Regulations 2014 in a South Cambridgeshire District Council policy.
Your care	Nov-22	Package of support upgraded for wellbeing through our benefits provider
AVC wise	Jun-20	Option to salary sacrifice into an additional pension pot