



# Reward Survey

## Welcome to the Reward Survey!

This is your chance to have your say about your employment package with KCC and to tell us what you value most.

We are aware that people value different elements of their employment package and that this may change over time. We want to find out your views so that we can ensure that KCC's offer continues to be modern and fit for purpose over the years to come. As you are aware, in the current economic climate we need to identify some savings, but we want to make sure that any changes reflect not just business requirements but take your views into account as much as possible.

The Reward Survey covers a wide range of benefits, so please also use it to find out more about what is on offer. Not only that - you may be one of 10 lucky winners of £50 shopping vouchers of your choice.

Once you have finished the survey, a summary of your responses will be e-mailed to you for you to print off, so that you can see for yourself the elements of the employment package which you value most. All responses are anonymous, but you will need to provide us with your e-mail address if you wish to be part of the prize draw.

Please note that your opportunity to complete this survey will close on **Friday 28 September** so don't miss out on your chance to have your say.

Would you like to be entered into the prize draw to win one of 10 prizes of £50 shopping vouchers of your choice?

Yes

No

Please give us your name and e-mail address below so that we can notify you if you win. Your contact details will only be used for this purpose and all your answers will remain confidential.

Name

E-mail address

Would you like to receive an e-mailed summary of your responses?

Yes

No

Please give us your e-mail address so we can send the summary to you.

**Where you see a blue question mark next to a question option, this means there is additional information available to help you answer.**

## About you

Do you work in a:

Directorate

School

Which unit/section/department/team do you work in?

What age range do you come under?

24 and under

25-34

35-44

45-54

55-64

65 and over

Which pay grade range do you come under?

KR 2-5

KR 6-9

KR 10-12



Do you work:  KR 13+  
 Part-time  
 Full time

## Pay

Please rank in order the following (1,2,3,4) in order of preference where 1 is highest.

Fair pay for job	<input type="text"/>
Consistency with others within the organisation	<input type="text"/>
Competitive with other organisations	<input type="text"/>
Amount of pay	<input type="text"/>

## Recognition

Please rank in order the following (1,2,3,4,5) in order of preference where 1 is highest.

Appraisal process	<input type="text"/>
Manager saying 'thank you'	<input type="text"/>
Cash award (Payment to recognise a one-off piece of work done well)	<input type="text"/>
Non cash award(One-off non financial reward for work well done)	<input type="text"/>
Team or peer recognition eg Quality Service Awards	<input type="text"/>

## Pensions and retirement

On a scale of 1 -5, how important are the following? (1 is essential, 5 is not important at all)

Local Government Pension Scheme (LGPS)/Teachers Pension Scheme (TPS) - Defined benefit (These are national schemes and KCC must adhere to these rules. Your pension is based on your salary and number of years in the scheme. The contribution KCC makes is currently 21% of your salary, if you are a LGPS member and 14% for TPS.)	<input type="checkbox"/> 1
	<input type="checkbox"/> 2
	<input type="checkbox"/> 3
	<input type="checkbox"/> 4
	<input type="checkbox"/> 5
Additional Local Government Pension Scheme pension (Opportunity to buy additional pension up to £5000 per year)	<input type="checkbox"/> 1
	<input type="checkbox"/> 2
	<input type="checkbox"/> 3
	<input type="checkbox"/> 4
	<input type="checkbox"/> 5
The ability to make Additional Voluntary Contributions to my pension(You can contribute more to your pension based on standard investments or ones which you choose)	<input type="checkbox"/> 1
	<input type="checkbox"/> 2
	<input type="checkbox"/> 3
	<input type="checkbox"/> 4
	<input type="checkbox"/> 5



3 times annual salary for life assurance/Death in Service(Your nominated dependants will receive 3 times your annual salary should you die while still in employment)

- 1
- 2
- 3
- 4
- 5

Would you prefer to work longer for more pension?

- Yes
- No

At what age do you hope to retire?

- 50
- 51
- 52
- 53
- 54
- 55
- 56
- 57
- 58
- 59
- 60
- 61
- 62
- 63
- 64
- 65
- 66
- 67
- 68
- 69
- 70
- 71
- 72
- 73
- 74
- 75
- Over 75

**Allowances**



**How much do you value receiving more than the statutory minimum for the following (1 is essential, 5 is not important at all)**

Redundancy pay

1

2

3

4

5

Maternity / Paternity / Adoption Pay

1

2

3

4

5

Sick pay

1

2

3

4

5

Please indicate which of the following additional allowances you receive:

Overtime - enhanced rate of pay after 37 hours

If part-time, paid overtime beyond contracted hours up to 37

Time off in Lieu (Toil)

Stand by

Sleep in

Out of hours payments

Disturbance Allowance (Formerly Appendix E)

Salary protection

**Of any of the following you receive, please rate how much you value them (1 is essential, 5 is not important at all)**

Overtime - enhanced rate of pay after 37 hours

1

2

3

4

5

If part-time, paid overtime beyond contracted hours up to 37

1

2

3

4



	<input type="checkbox"/>	5
Time off in Lieu (Toil)(Time taken in compensation of hours worked)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Stand by(Payment made to compensate for being available to work outside of normal working hours)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Sleep in(Compensation for sleeping at KCC establishment and being available for work)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Out of hours payments (Enhancements for working at evenings and weekends)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Disturbance Allowance (Formerly Appendix E)(Reimbursement of additional costs incurred due to change of office location as a result of reorganisation)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Salary protection(Compensation for reduction an grade and salary)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5

## Reward survey

### Benefits

Please indicate whether you agree or disagree with the following statements.

Leave entitlement should be linked to length of service

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

Leave entitlement should be linked to grade

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

Concessionary day is valued(Extra day's leave over Christmas and New Year)

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

The concessionary day should be incorporated into my annual leave (this means working more during Christmas and New Year, but an extra day can be taken subsequently)

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

I think my annual leave is appropriate

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

The ability to buy annual leave is important to me

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

The ability to sell annual leave would be important to me

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree



The ability to defer or carry over annual leave is important to me (where offered)

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

Please indicate which of the following you have used or would use:

- Maternity Leave - please note that this is set nationally
- Maternity Support Leave (Paternity Leave)
- Adoption Leave
- Personal Leave (compassionate leave)
- Carers leave
- Career break ( also known as Time Out)
- Study Leave
- Religious observance
- Trade Union facilities
- Unpaid leave
- Time off for public duties
- Medical screening

**On a scale of 1 -5, how important are these to you? (1 is essential, 5 is not important at all)**

Maternity Leave

- 1
- 2
- 3
- 4
- 5

Maternity Support Leave (Paternity Leave)

- 1
- 2
- 3
- 4
- 5

Adoption Leave

- 1
- 2
- 3
- 4
- 5

Personal Leave (compassionate leave)(Up to 10 days per year)

- 1
- 2



	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Carers leave(Up to 5 days of the Personal Leave entitlement can be taken )	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Career break ( also known as Time Out)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Study Leave	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Religious observance(Unpaid time off to enable you to engage in religious activities)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Trade Union facilities	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Unpaid leave(Discretionally unpaid leave to cater for unforeseen circumstances)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Time off for public duties (magistrates, school governor and polling duties)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2





	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Medical screening(Dental, GP and hospital appointments etc.)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5

Please select your top four of the following and rate them (1,2,3,4) in order of preference where 1 is highest.

Support line	<input type="text"/>
Help Fund	<input type="text"/>
Work place mediation	<input type="text"/>
Access to work assessments (support for disabled staff)	<input type="text"/>
Keep in touch days (maternity returners - national provision)	<input type="text"/>
Flexible working opportunities to promote work / life balance	<input type="text"/>
Change Management support	<input type="text"/>
Pre retirement support / counselling	<input type="text"/>
Stress Management / Stress risk assessment tool	<input type="text"/>
Financial counselling	<input type="text"/>
Redeployment support	<input type="text"/>
Display screen equipment assessment	<input type="text"/>
Occupational Health Department	<input type="text"/>

Please tick which of the following policies you are aware of:

- Grievance
- Disciplinary
- Performance & Capability
- Attendance management
- Redeployment
- Redundancy
- Equality & Diversity
- How to deal with Harrassment
- Whistle Blowing

Please indicate which of the following you have used or would use:

- Childcare Vouchers
- Cycle 2 Work
- Staff Club
- Staff Games



- KentRewards.com discounts & cashback
- Value Plus Local - Discounts from Kent based businesses
- Adult Education 10% discount on courses
- Non KCC subsidised lease car scheme
- Fitness activities
- Reward Viewer - online explanation your total reward package
- Benenden Healthcare
- Simply Health - Dental and optical healthcare cashback
- Gym & Health Club discounts
- Health screening
- Kiosk health check
- Private Medical Insurance advice line
- Virtual Gym
- Individual appointments eg, osteopath, reflexologist, chiroprapist

**On a scale of 1 -5, how important are these to you? (1 is essential, 5 is not important at all)**

Tax efficient savings

Childcare Vouchers(Tax saving payment mechanism for childcare provision)

- 1
- 2
- 3
- 4
- 5

Cycle 2 Work(Tax saving opportunity to access bicycle for work)

- 1
- 2
- 3
- 4
- 5

Social activities

Staff Club(KCC organised discounted trips and events)

- 1
- 2
- 3
- 4
- 5

Staff Games(Opportunity for employees to take part in sporting and recreational activities)

- 1
- 2
- 3
- 4



5

Voluntary benefits  
KentRewards.com discounts &  
cashback

1

2

3

4

5

Value Plus Local - Discounts from  
Kent based businesses

1

2

3

4

5

Adult Education 10% discount on  
courses

1

2

3

4

5

Non KCC subsidised lease car  
scheme

1

2

3

4

5

Healthcare - voluntary benefit (paid by yourself)

Reward Viewer - online  
explanation of your total reward  
package

1

2

3

4

5

Fitness activities

1

2

3

4

5

Benenden Healthcare(Mutual  
friendly society which operates as  
back up to the NHS for faster  
diagnosis and treatment)

1

2

3



	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Simply Health - Dental and optical healthcare cashback	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Gym & Health Club discounts	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Wellbeing and health promotion Health screening(Nurse based health screening and advice)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Kiosk health check(Kiosk based health assessment)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Private Medical Insurance advice line	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Virtual Gym(Computer based / online health programme)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Individual appointments eg, osteopath, reflexologist, chiroprapist	<input type="checkbox"/>	1
	<input type="checkbox"/>	2



- 3
- 4
- 5
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

I would pay a discounted rate for alternative therapy treatments such as osteopath, reflexologist or chiropodist

## Reward survey

### Work environment

#### Flexible working

On a scale of 1-5, how important are these to you? (1 is essential, 5 is not important at all)

Part time working

- 1
- 2
- 3
- 4
- 5

Flexitime

- 1
- 2
- 3
- 4
- 5

9 day fortnight(Fitting 10 normal working days into 9)

- 1
- 2
- 3
- 4
- 5

Term Time working

- 1
- 2
- 3
- 4
- 5

Annualised hours(Working a set number of hours on a flexible basis over the course of a year)

- 1
- 2



Job Sharing

3

4

5

1

2

3

4

5

Zero Hours(Working at agreed times when work is available)

1

2

3

4

5

Working from home

1

2

3

4

5

**Business travel**  
Do you need to travel for business?

Yes

No

I have sufficient flexibility and support for travel at work to enable me to do my job effectively

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

What single change would help to better support you with business travel?

**Equity and fairness**  
Are you aware of the following aspects which aim to ensure equity and fairness across the organisation?

a county wide approach to grading of jobs

Equal pay audits conducted

Right to appeal against decisions (e.g. job evaluation appeal, grievance procedure etc.)



Equality Impact assessments undertaken

**On a scale of 1 -5, how important are these to you? (1 is essential, 5 is not important at all)**

a county wide approach to grading of jobs

 1 2 3 4 5

Equal pay audits conducted (Proactive demonstration that people are paid fairly and consistently)

 1 2 3 4 5

Right to appeal against decisions (For example Appraisal outcome and job grading)

 1 2 3 4 5

Equality Impact assessments undertaken(Informed decision making to ensure equalities are taken into account in policy formation)

 1 2 3 4 5

How important is it to you that KCC recognises Trade Unions?

 1 2 3 4 5

Are you a member of a staff group?(Such as Unite, Rainbow, Aspire, Level Playing Field)

 Yes No

**On a scale of 1 -5, how important are these to you? (1 is essential, 5 is not important at all)**

Staff groups

 1 2 3 4 5

Communication channels



Please select your top four of the following and rate them (1,2,3,4) in order of preference where 1 is highest.

KNet (non schools)	
Directorate communication channels	
Team meetings	
1:1s / Manager / Supervisor	
Newsletters	
eNoticeboards	
Presentations	
Talk To The Top / Online	
All Points Bulletin / Staff Alerts	
Yammer (non schools)	
Kmail (non schools)	
Kmag (non schools)	
Kent Trust Web (for schools)	
Webinars	
Other (please rate: you will be asked to specify afterwards)	
Please specify which other channel this is.	

**Wider aspects**

On a scale of 1-5, how important are these to you? (1 is essential, 5 is not important at all)

Large organisation offering a range of opportunities	<input type="checkbox"/> 1
	<input type="checkbox"/> 2
	<input type="checkbox"/> 3
	<input type="checkbox"/> 4
	<input type="checkbox"/> 5
Working for an employer which takes Green / environmental issues seriously	<input type="checkbox"/> 1
	<input type="checkbox"/> 2
	<input type="checkbox"/> 3
	<input type="checkbox"/> 4
	<input type="checkbox"/> 5
Culture of continuous improvement and places priority on service delivery	<input type="checkbox"/> 1
	<input type="checkbox"/> 2
	<input type="checkbox"/> 3
	<input type="checkbox"/> 4
	<input type="checkbox"/> 5
Highly rated authority	<input type="checkbox"/> 1
	<input type="checkbox"/> 2
	<input type="checkbox"/> 3
	<input type="checkbox"/> 4





	<input type="checkbox"/>	5
Investors in People accredited	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Two Ticks rated authority (accreditation for disability awareness)	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
KCC values what staff think and finds out views via surveys	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Key focus on equality & diversity	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Vision is defined - One Council / Bold Steps	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Working for an organisation which values Health and Safety	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3
	<input type="checkbox"/>	4
	<input type="checkbox"/>	5
Valuing people as individuals	<input type="checkbox"/>	1
	<input type="checkbox"/>	2
	<input type="checkbox"/>	3

4  
 5

## Reward survey

### Learning and development

Learning and development is important to me

Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree  
 Strongly agree

It is important that the organisation I work for supports me in gaining qualifications

Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree  
 Strongly agree

It is important that I am enabled to undertake Continuous Professional Development (CPD) (Ongoing professional training undertaken)

Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree  
 Strongly agree

It is important to me that my organisation supports my progression through career grades

Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree  
 Strongly agree

It is important that KCC continues its commitment to 5 days learning and development for everyone

Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree  
 Strongly agree

#### Personal development opportunities

I have the knowledge, skills and competencies to do my job effectively

Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree



I am supported through training and development to develop my knowledge, skills and competencies for the future

Strongly agree  
 Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree

I feel happy that KCC is moving to a more flexible and adaptable approach towards working

Strongly agree  
 Strongly disagree  
 Disagree  
 Neither agree nor disagree  
 Agree

Do you have:

Strongly agree  
 Regular appraisals  
 1 to 1s  
 A personal development plan

**On a scale of 1 -5, how important are these to you?(1 is essential, 5 is not important at all)**

How important is career development to enable you to move into a new role within your organisation?

- 1
- 2
- 3
- 4
- 5

Regular appraisals

- 1
- 2
- 3
- 4
- 5

1 to 1s

- 1
- 2
- 3
- 4
- 5

Personal development plans

- 1
- 2
- 3
- 4
- 5



Please select your top four of the following and rate them (1,2,3,4) in order of preference where 1 is highest.  
Gaining qualifications

Coaching for performance

Volunteering

Secondments

Work shadowing

Informal opportunities eg attending meetings or events to broaden knowledge and understanding)

How important is it that the organisation actively develops and uses your skills and abilities to further your career progression? (1 is essential, 5 is not important at all)(Proactive use and development of skills and abilities to further career progression)


<input type="checkbox"/>	1
<input type="checkbox"/>	2
<input type="checkbox"/>	3
<input type="checkbox"/>	4
<input type="checkbox"/>	5

## Reward survey

### What's most important to you

Please select your top four of the following and rate them (1,2,3,4) in order of preference where 1 is highest.

More free time

More money

More personal development

Better organisation to work for

More support in your role

More recognition

More benefits and discounts

Better working environment

More opportunity to progress

More autonomy in your role

Better communication

More flexibility

Please tell us (using the box below) about anything you'd like us to consider introducing or changing.  
Comments


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## Reward survey

### Equalities information



We want to make sure that everyone is treated fairly and equally, and that no one gets left out. That's why we are asking you these questions. We won't share the information you give us with anyone else. We'll use it only to help us make decisions.

If you would rather not answer any of these questions, you don't have to.

Gender

- Male
- Female
- Prefer not to say

Is your gender the same as at your birth?

- Yes
- No
- Prefer not to say

How old are you?

To which of these ethnic groups do you feel you belong?

- British
- White & Black Caribbean
- Indian
- Caribbean
- Irish
- White & Black African
- Pakistani
- African
- Gypsy/Roma
- White & Asian
- Bangladeshi
- Irish Traveller
- Arab
- Chinese
- Other
- I prefer not to say

Other ethnic group

The Equality Act 2010 describes a person as disabled if they have a longstanding physical or mental condition that has lasted, or is likely to last, at least 12 months; and this condition has a substantial adverse effect on their ability to carry out normal day-to-day activities. People with some conditions (cancer, multiple sclerosis and HIV/AIDS, for example), are considered to be disabled from the point that they are diagnosed.

Do you consider yourself to be disabled as set out in the Equality Act 2010?

- Yes
- No
- I prefer not to say

You may have more than one type of impairment, so please select all the impairments that apply to you. If none of these applies to you, please select Other, and write in the type of impairment you have.

Please tell us which type of impairment applies to you.

- Physical impairment
- Mental health condition



- Sensory impairment (hearing, sight or both)
- Learning disability
- Long standing illness or health condition, such as cancer, HIV/AIDS, heart disease, diabetes or epilepsy
- Other (please specify)
- I prefer not to say

Other

Do you regard yourself as belonging to any particular religion or belief?

- Yes
- No
- I prefer not to say

Which of the following?

- Christian
- Hindu
- Muslim
- Buddhist
- Jewish
- Sikh
- Other (please state)

Other

Are you:

- Bi/Bisexual
- Gay woman/Lesbian
- Heterosexual/Straight
- Gay man
- Other
- I prefer not to say

Other

**Thank you for providing this information, your feedback is important to us.**  
**If you would like to review all your answers before sending them to us, please choose the Review button below. If you have provided us with your e-mail address in the first section, you will also be e-mailed a copy of your form for your records.**