

## **Reward Survey**

## Welcome to the Reward Survey!

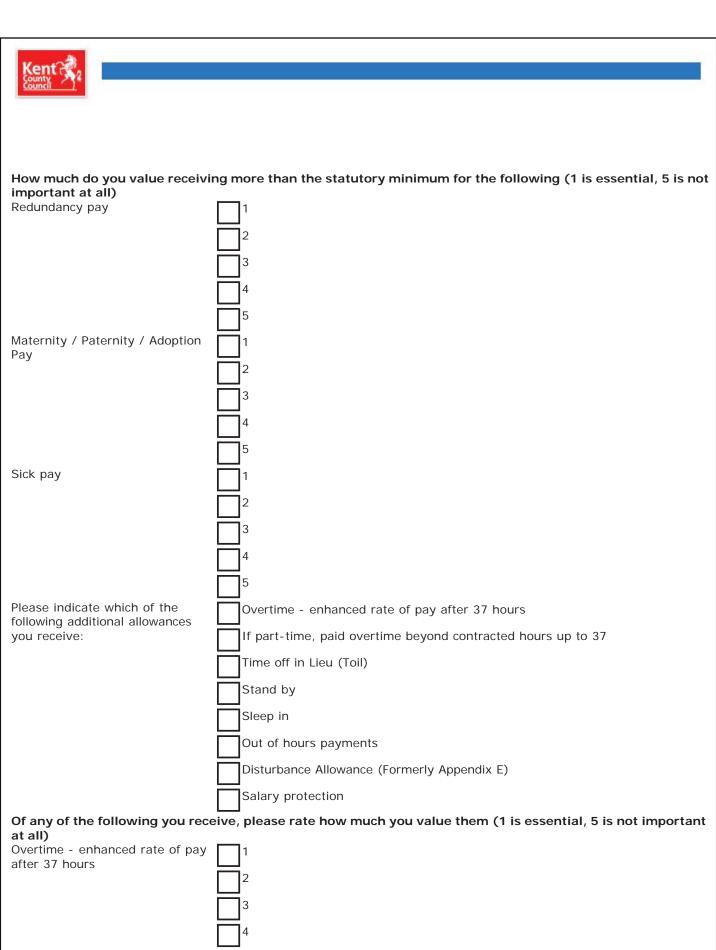
This is your chance to have your say about your employment package with KCC and to tell us what you value most.

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

	e aware, in the current economic climate we need to identify some savings, but we ges reflect not just business requirements but take your views into account as much
	range of benefits, so please also use it to find out more about what is on offer. Not lucky winners of £50 shopping vouchers of your choice.
you can see for yourself the eleme	, a summary of your responses will be e-mailed to you for you to print off, so that ents of the employment package which you value most. All responses are provide us with your e-mail address if you wish to be part of the prize draw.
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? Please give us your name and e-m	to complete this survey will close on <b>Friday 28 September</b> so don't miss out on  Yes  No  nail address below so that we can notify you if you win. Your contact details will only our answers will remain confidential.
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 available to help you answer.  About you	mark next to a question option, this means there is additional information
Do you work in a:	Directorate School
	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

Kent County	
Do you work:	KR 13+ Part-time Full time
Pay	
Please rank in order the following Fair pay for job	(1,2,3,4) in order of preference where 1 is highest.
Consistency with others within the organisation Competitive with other organisations Amount of pay	
Recognition Please rank in order the following Appraisal process	(1,2,3,4,5) in order of preference where 1 is highest.
Manager saying 'thank you'	
Cash award (Payment to recognise a one-off piece of work done well) Non cash award(One-off non financial reward for work well done) Team or peer recognition eg	
Quality Service Awards  Pensions and retirer	nent
On a scale of 1 -5, how importa 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.)	nt are the following? (1 is essential, 5 is not important at all)  1 2 3
Additional Local Government Pension Scheme pension (Opportunity to buy additional pension up to £5000 per year)	1 2 3 4 5 5
The ability to make Additional Voluntary Contributions to my pension(You can contributre more to your pension based on standard investments or ones which you choose)	1 2 3 4 5

Kent	
3 times annual salary for life assurance/Death in Service(Your nominated dependants will receiv 3 times your annual salary should you die while still in employment)	e2
Would you prefer to work longer for more pension?  At what age do you hope to	5   Yes   No   50
retire?	51 52 53 54
	55 56 57 58
	□ 59 □ 60 □ 61 □ 62
	☐ 63 ☐ 64 ☐ 65 ☐ 66 ☐ 67
	68 69 70
	71 72 73 74
Allowances	75 Over 75



If part-time, paid overtime beyond contracted hours up to 37 2 3

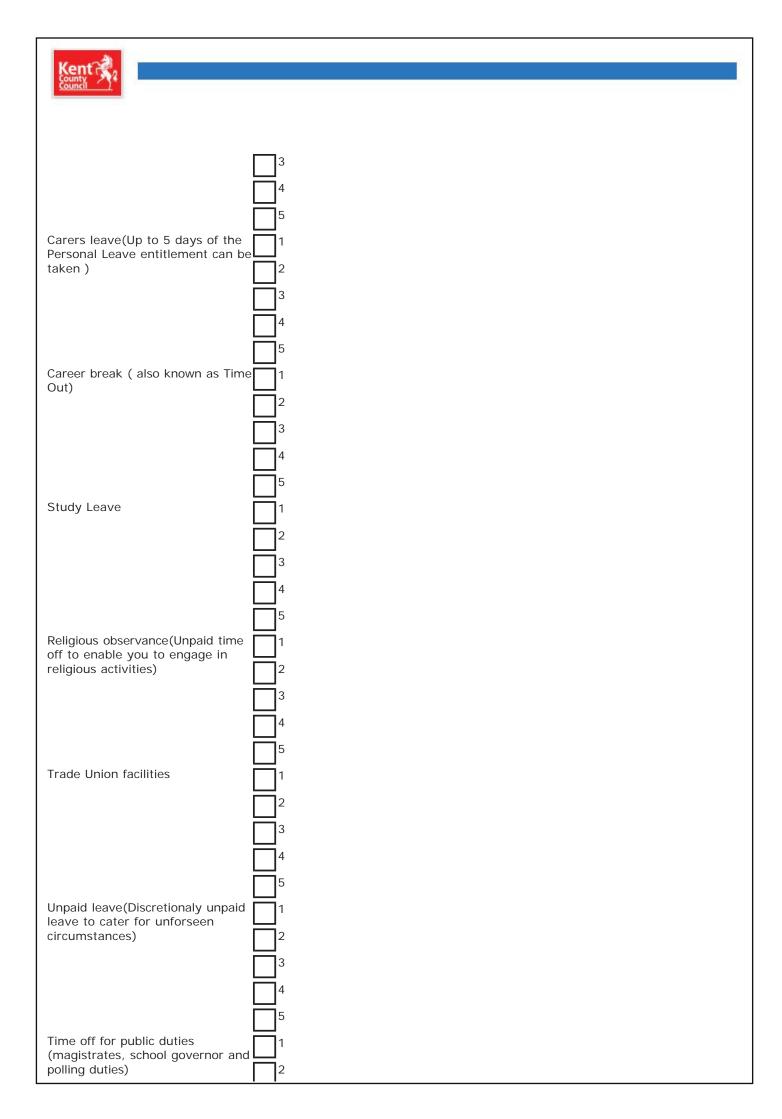
Kent Council	
Time off in Lieu (Toil) (Time taken in compensation of hours worked)  2  3  4	
Stand by(Payment made to compensate for being available to work outside of normal working hours)	
Sleep in(Compensation for sleeping at KCC establishment and being available for work)	
Out of hours payments (Enhancements for working at evenings and weekends)  1 2 3	
Disturbance Allowance (Formerly Appendix E) (Reimbursement of additional costs incurred due to change of office location as a result of reorganisation)	
Salary protection(Compensation for reduction an grade and salary)  2  3	
Reward survey  Benefits Please indicate whether you agree or disagree with the following	



Leave entitlement should be linked	Strongly disagree
to length of service	Disagree
L	Neither agree nor disagree
L	Agree
L	Strongly agree
Leave entitlement should be linked	Strongly disagree
to grade	Disagree
L	Neither agree nor disagree
<u>[</u>	Agree
Ĺ	<b>d</b> `
Concessionary day is valued(Extra	Strongly disagree
day's leave over Christmas and New Year)	Strongly disagree
New Year)	Disagree  Neither agree per disagree
ļ	Neither agree nor disagree
Ĺ	Agree
The concessionary day should be	Strongly agree
incorporated into my annual leave L	Strongly disagree
(this means working more during Christmas and New Year, but an	Disagree
extra day can be taken subsequently)	Neither agree nor disagree
<u> </u>	Agree
Labelin la mana ammanal la anna ia	Strongly agree
I think my annual leave is appropriate	Strongly disagree
<u> </u>	Disagree
<u> </u>	Neither agree nor disagree
<u> </u>	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
Γ	Strongly agree

Kent County County	
The ability to defer or carry over annual leave is important to me	Strongly disagree
(where offered)	Disagree
	Neither agree nor disagree
	Agree
	Strongly agree
Please indicate which of the following you have used or would	Maternity Leave - please note that this is set nationally
use:	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 importa	int are these to you? (1 is essential, 5 is not important at all)
Maternity Leave	
	2
	3
	<u> </u>
	5
Maternity Support Leave	
(Paternity Leave)	<u></u>
	<b>□</b> 3
	4
	<u></u>
Adoption Leave	
	□ 3 □ 3

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

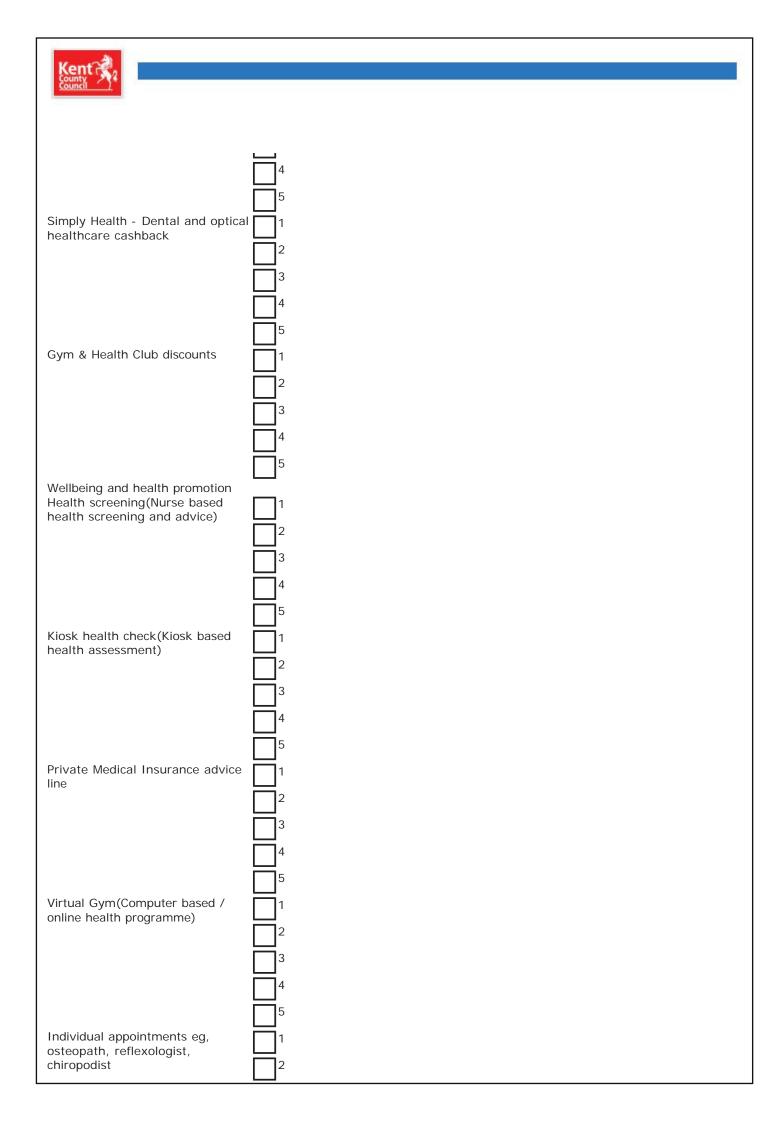


Kent County Council	
Medical screening(Dental, GP and hospital appointments etc.)	3 4 5 1 2 3 3 4 5 5 5 5 5 5 5 5 5 5 6 7 7 8 7 8 8 8 9 8 9 8 9 8 9 8 9 8 9 8 9
Please select your top four of the f Support line	following and rate them (1,2,3,4) in order of preference where 1 is highest.
Help Fund	
Work place mediation	
Access to work assessments (support for disabled staff) Keep in touch days (maternity returners - national provision) Flexible working opportunities to promote work / life balance Change Management support	
Pre retirement support / counselling Stress Management / Stress risk assessment tool Financial counselling	
Redeployment support	
Display screen equipment assessment Occupational Health Department	
Please tick which of the following	Grievance
policies you are aware of:	Disciplinary
	Performance & Capability
	Attendance management
	Redeployment
	Redundancy
	Equality & Diversity
	How to deal with Harrassment
	Whistle Blowing
Please indicate which of the	Childcare Vouchers
following you have used or would use:	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, chiropodist
On a scale of 1 -5, how importa Tax efficient savings	nt are these to you? (1 is essential, 5 is not important at all)
Childcare Vouchers(Tax saving payment mechanism for childcare	1
provision)	
	3
	4
	5
Cycle 2 Work(Tax saving opportunity to access bicycle for	1
work)	2
	<u></u> 3
	4
	5
Social activities Staff Club(KCC organised discounted trips and events)	$lue{lue}$
	$\square^2$
	$\square^3$
Staff Camos (Opportunity for	<u></u>
Staff Games(Opportunity for employees to take part in sporting	
and recreational activities)	$\square^2$
	$\square^3$
	4

Kent County Council	
Voluntary benefits KentRewards.com discounts & cashback	5123
Value Plus Local - Discounts from Kent based businesses	
Adult Education 10% discount on courses	4 5 1 2 3
Non KCC subsidised lease car scheme	□ 4         □ 5         □ 1         □ 2         □ 3
Healthcare - voluntary benefit (pa Reward Viewer - online explanation of your total reward package	$ \begin{array}{c} \boxed{1} \\ \boxed{2} \\ \boxed{3} \end{array} $
Fitness activities	4         5         1         2         3         4
Benenden Healthcare(Mutual friendly society which operates as back up to the NHS for fast er diagnosis and treatment)	5 1



Kent Sounty Sound	
I would pay a discounted rate for alternative therapy treatments such as osteopath, reflexologist or chiropodist	3 4 5 Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree
Reward survey	
Work environment	
Flexible working On a scale of 1-5, how important Part time working	are these to you? (1 is essential, 5 is not important at all)  1 2 3
Flexitime	4         5         1         2         3
9 day fortnight(Fitting 10 normal working days into 9)	4 5 1 2 3
Term Time working	<ul> <li>□ 4</li> <li>□ 5</li> <li>□ 1</li> <li>□ 2</li> <li>□ 3</li> </ul>
Annualised hours(Working a set number of hours on a flexible basi over the course of a year)	$ \begin{array}{c}                                     $

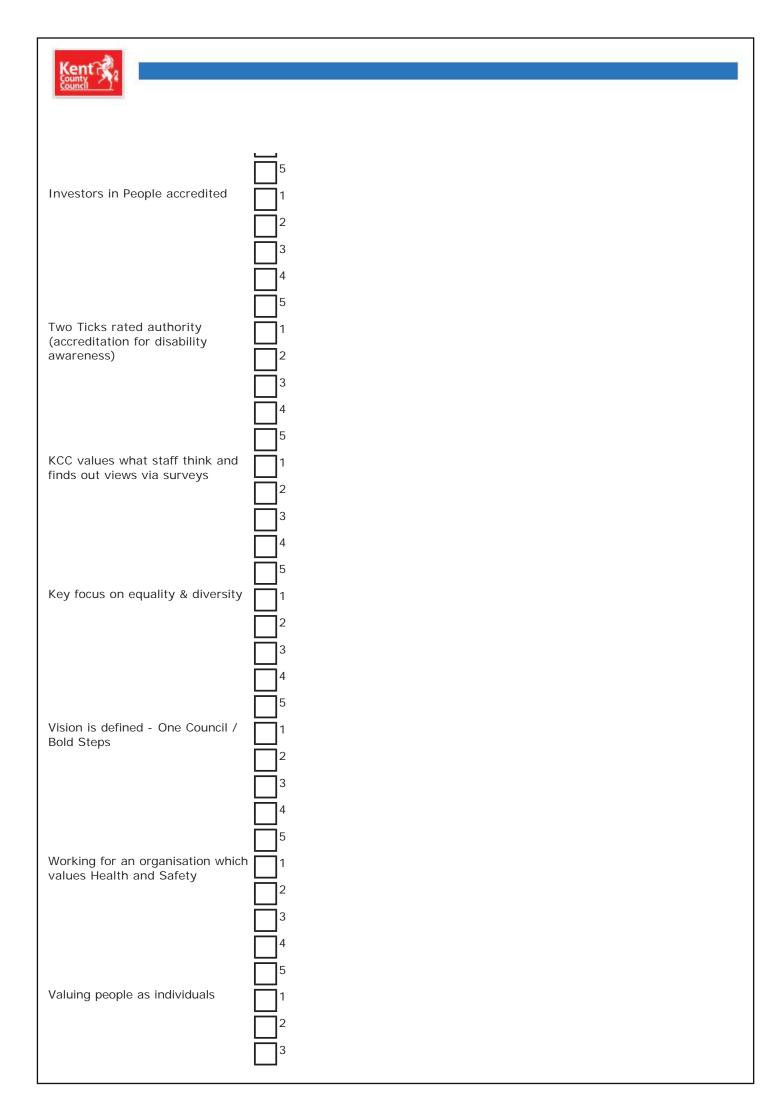
Kent County Council	
Job Sharing	3 4 5 1 2 3 3
Zero Hours(Working at agreed times when work is available)	1 2
Working from home	3 4 5 1 2 3 3
Business travel Do you need to travel for business?	4 5 5 Yes
I have sufficient flexibility and support for travel at work to enable me to do my job effectively	No Strongly disagree Disagree Neither agree nor disagree
What single change would help to better support you with business travel?	Agree  Strongly agree
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.)

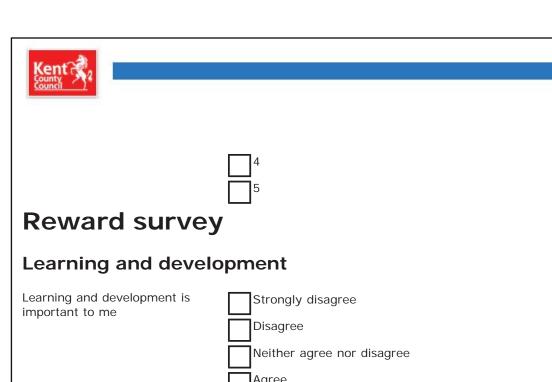


	Equality Impact assessments undertaken
	nt are these to you? (1 is essential, 5 is not important at all)
a county wide approach to grading of jobs	
J J	2
	3
	<u> </u>
	5
Equal pay audits conducted	
(Proacive demonstration that people are paid fairly and	
consistently)	□ 3
	4
	□ '
Right to appeal against decisions	
(For example Appraisal outcome	<u> </u>
and job grading)	2
	3
	4
	5
Equality Impact assessments undertaken(Informed decision	1
making to ensure equalities are	2
taken into account in policy formation)	<u></u>
	4
	<u> </u>
How important is it to you that	<u>└</u>
KCC recognises Trade Unions?	
	☐3
	5
Are you a member of a staff group?(Such as Unite, Rainbow,	Yes
Aspire, Level Playing Field)	No
On a scale of 1 -5, how importa Staff groups	nt are these to you? (1 is essential, 5 is not important at all)
	2
	<u></u> 3
	4
	<u> </u>
Communication channels	



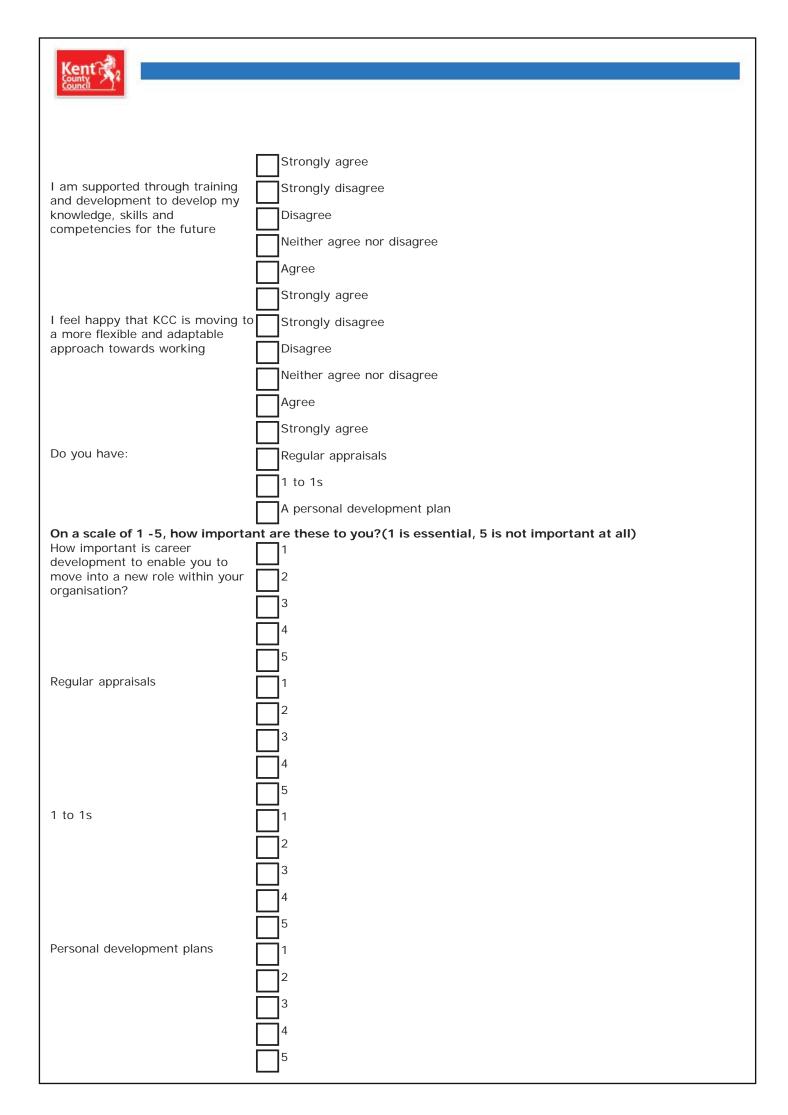
Please select your top four of the KNet (non schools)	following and rate them (1,2,3,4) in order of preference where 1 is highest.
Directorate communication	
channels Team meetings	
1:1s / Manager / Supervisor	
Newsletters	
eNoticeboards	
Presentations	
Talk To The Top / Online	
All Points Bulletin / 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	$\square_2$
	☐3
	닏
	5
Working for an employer which takes Green / environmental issues seriously	
	2
	3
	4
	5
Culture of continuous improvement and places priority on service delivery	
	2
	3
	<b>□</b> 4
	<u></u>
Highly rated outbarity	
Highly rated authority	<u></u>
	$\square^2$
	3
	<u></u>

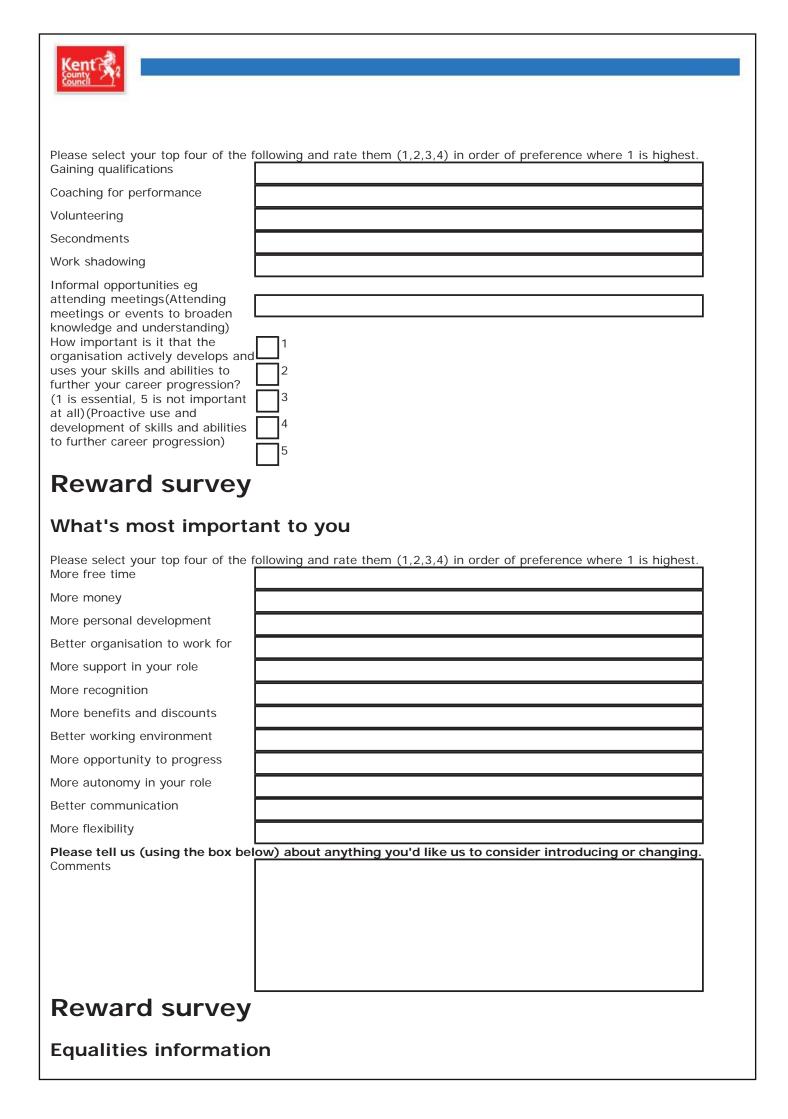




Learning and development is important to me Strongly disagree  Disagree
Neither agree nor disagre
Agree
Strongly agree
It is important that the organisation I work for supports
me in gaining qualifications  Disagree
Neither agree nor disagre
Agree
Strongly agree
It is important that I am enabled Strongly disagree to undertake Continuous
Professional Development (CPD) (Ongoing professional training
undertaken)  Neither agree nor disagre
Agree
Strongly agree
It is important to me that my organisation supports my
progression through career grades Disagree
Neither agree nor disagre
Agree
Strongly agree
It is important that KCC continues Strongly disagree its commitment to 5 days learning
and development for everyone Disagree
Neither agree nor disagre
Agree
Strongly agree
Personal development opportunities I have the knowledge, skills and Strongly disagree
competencies to do my job effectively
Neither agree nor disagre

Agree







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 Yes your birth? No Prefer not to say How old are you? To which of these ethnic groups British do you feel you belong? 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 Yes disabled as set out in the Equality Act 2010? 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 Physical impairment impairment applies to you.

Mental health condition

Kent &	
County Council	
	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	T prefer not to say
Do you regard yourself as	Yes
belonging to any particular religio or belief?	n <u>—</u>
or belief?	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	
	formation, 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 swith your e-mail address in the first section, you will also be e-mailed a copy
of your form for your records.	s with your e-mail address in the first section, you will also be e-mailed a copy
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