



The Planning  
Inspectorate



Civil Service

# Salary and Benefits

What do you get working for The Planning Inspectorate...



# We offer a wide range employee benefits, including...

## Salary

We operate fair pay systems to ensure equality of pay across our roles, in line with this, external candidates will almost always be brought in on the minimum of the grade. Separate provisions apply for cross Civil Service transfers and promotions.

As part of the Civil Service modernised terms and conditions of employment, there is currently no provision for automatic pay progression within a pay grade, any increase is considered on an annual basis.



## Holidays

25 days' annual leave, increasing by a day a year [up to 30 days](#) after 5 years' service.

Plus 8 public holidays and 1 privilege day to mark the King's Birthday (this can be taken at any time).



## Pension

There is a choice of excellent pensions schemes. More information about pensions can be found at:

<https://www.civilservicepensionscheme.org.uk>



## Flexible Working

Flexible working patterns including part-time, compressed hours and flexible working arrangements within our flexible leave policies. To help support you with work-life balance.



## Childcare

You may be eligible for Tax-Free Childcare and government schemes. Determine your eligibility at <https://www.childcarechoices.gov.uk/>

Please note, any move from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments.



## IT Kit and Technology

The Planning Inspectorate offers its employees fast and modern IT kit which utilises Windows 10 and Microsoft 365, enabling seamless working from home and collaboration across teams within The Inspectorate.



## Family Friendly Policies

Generous family friendly leave policies amongst others.

Maternity/Adoption/Shared Parental: 52 weeks statutory leave. For staff with at least one year's continuous service, you are entitled to 26 weeks ordinary leave on full pay.



Paternity leave: For staff with continuous employment of 26 weeks ending with the 15<sup>th</sup> week before the baby is due are entitled to 10 days paid leave.

## Recognition Voucher Scheme

The recognition scheme is an opportunity to nominate a colleague (peer to peer recognition) for a £40 voucher to spend at a variety of retailers. They are a great way to thank someone who has gone above and beyond their day job.



## Employee Assistance Programme

The (EAP) is a free confidential and independent route to counselling, coaching, practical assistance and support by telephone 24 hours a day, 7 days a week. You can get advice on a wide range of work and personal issues including:

- Stress, anxiety, depression and bereavement support
- Child and Elder care
- Legal, financial and consumer issues
- Harassment and conflict at work
- Health in relation to work
- Alcohol and Drug misuse
- Trauma support



## Flu Jabs

You can choose to have a flu jab at a venue that suits you between 1 September and 31 March and we will reimburse you up to £20.



## Occupational Health Services

We use Occupational Health services to:

- Prevent employees from becoming ill as a result of the work they do.
- Assist employees to achieve good health by providing health advice and support.
- Enable the rehabilitation of employees returning to work following ill health.



## Season ticket loan and cycle to work scheme

As an employee, you can apply for an annual, interest-free season ticket loan or a bicycle loan.



## Rental Deposit Salary Advance Scheme

This scheme enables departments to support employees with the cost of a deposit when moving into rental properties and is open to all employees including those on probation, and those on fixed term contracts.



## Learning & Development

Access to a wide-range of professional and personal development opportunities. Guaranteed minimum of 5 days learning per year.



## Professional Membership

We reimburse an annual subscription to over 50 professional bodies relevant to your role.

