

# Benefits



The council offers a wide range of schemes, aimed at not just supporting, but improving the Health & Wellbeing of it's staff.

These schemes are continually reviewed and improved, and accessible through a variety of channels and platforms.

## Shopping & Dining

### Vivup

The council's staff benefits platform [Vivup](#), offers WCC employees a range of lifestyle discounts aimed at improving their Health & Wellbeing; as well as stretching their financial capacity, through savings on day-to-day spending. The range of savings includes, but is not limited to: IKEA eVouchers - 7% off, Argos eVouchers - 6% off, Tesco eVouchers - 4% off, Currys eVouchers - 7% off, Costa Coffee eVouchers - 10% off. Other offerings include Cinema and Sky Store Discounts, 20% off the Fitbit product range, and 22% off a wide range of skincare and beauty products at Look Fantastic.

For instructions on how to join the platform and a summary of what's on offer please [click here](#).

The best way to join the platform is through the personalised registration link in your invitation to register email from [noreply@vivup.co.uk](mailto:noreply@vivup.co.uk) (if you have just joined WCC you will receive this email during the month following your start date). If you encounter any issues while trying to register, then please call the Vivup Customer Services team for support on: **01252 784540**, or email the team at: [customersupport@vivup.co.uk](mailto:customersupport@vivup.co.uk)

### West End Club

Discover the ultimate perks with the West End Club app. Available to WCC employees and packed full of fantastic offers!

As a member of the West End Club, you can enjoy: Discounts from the biggest brands, access to exclusive events, generous freebie giveaways, and regular updates with the latest activity.

[Click here](#) to view the instructions on how to download the app and register. ***You are more than welcome to do this on your personal mobile phone, but please note that you must use your work email address to register.***

## Victoria Privilege Card

WCC staff are also eligible for a Victoria Privilege Card, which entitles cardholders to discounts on fine dining, attractions and retail stores in the local Victoria area. To register for your free Victoria Privilege Card please visit: [I want a card](#)



## Financial Wellbeing

### Credit Union staff benefit

We have partnered with London Mutual Credit Union to make salary-deducted savings and loans available as an optional staff benefit, to all of those on the WCC payroll.

This new benefit launched in April 2023 and if you decide to join, you'll get a savings account and will be able to set aside a portion of your salary each month. Also, for the times when you need to borrow, the credit union offers low rates and fair terms.

Getting started is easy. You can join online to start saving or apply for a loan immediately. You can manage or withdraw your savings at any time via the [London Mutual Credit Union mobile app](#) or online banking.

[Click here to begin!](#)

For much more information on this staff benefit please [click here](#) to access the FAQs document.

💡 Did you know that we had a Financial Wellbeing page on our Health & Wellbeing Hub? Click on the button below to head straight to it ↓

Finance & You

## Health & Wellbeing

### Health & Wellbeing Hub

We have a Bi-borough Health & Wellbeing Hub which is a one-stop-shop for everything Health & Wellbeing related. It holds a substantial amount of information, as well as signposting to other useful and credible sources of information and support. To access the Health & Wellbeing Hub [click here](#).

## Occupational Health

We offer an in-house Occupational Health service, as well as an independent counselling service, and medical advice. You can find more information on our dedicated Occupational Health page on the Health & Wellbeing Hub [here](#).

## Eye test & corrective lenses allowance

You can claim up to £25 for an eye test, and up to £65 towards corrective lenses (including prescription glasses and contact lenses), once every financial year (1 April to 31 March). Claims need to be submitted through ESS Lite within 3 months of incurring the expense, and you can only do one claim per month; although one claim can include multiple expenses.

[Click here](#) to download the Eye Test Form.

## Employee Assistance Programme (EAP)

Our EAP provider is Health Assured, and they offer a range of services including free, confidential support for your home life, your work life, and your physical and emotional health. You can find out more about all of the services available through Health Assured, by visiting our dedicated page on the Health & Wellbeing Hub [here](#).

To access the web portal click [here](#), then login with the **username: Westminster** and the **password: Council**. You can also call their free, confidential helpline 24-7/365 on **0800 028 0199**.

## Active Westminster

Westminster local offers available through the Active Westminster card. [Click here](#) for more information.

You can view our full Physical Wellbeing offer by [clicking here](#).

## Staff Boxfit

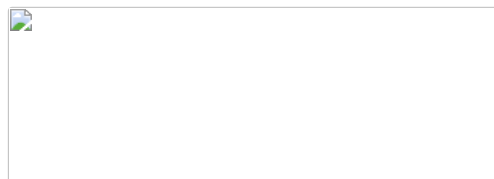
Free online staff Boxfit sessions (available via Microsoft Teams), on Mondays from 12.30pm to 1.15pm. [Click here](#) to register for the current block of sessions.

## CSSC (external staff-paid benefit)

CSSC is an exclusive membership scheme for public sector employees available by setting up a monthly direct debit of £4.99, which gives you access to discounts on sports and leisure, English heritage and entertainment activities.

[Click here](#) to find out more about the CSSC membership.







💡 Are you familiar with our Health & Wellbeing strategy for staff that was launched on 1 April 2022? Click on the button below to check it out ↓

WCC Health & Wellbeing strategy for staff 2022-2024

## Travel & Transportation



Interest free ticket/oyster card loan ([Season ticket policy and application form.docx](#))

Via our [Vivup](#) platform you can access the Cycle to Work scheme (the scheme windows open twice per year, usually in April and September), which allows employees to hire and/or purchase a bike and accessories for up to the value of £3,000 from a list of local bike retailers or Halfords stores. The value is spread across a period of 12 months and can deliver savings of up to 43%. You will need to create a Vivup account to access this scheme.

Car share scheme via our [Vivup](#) platform with Zipcar. You will need to create a Vivup account to access this scheme.

Spring Cycle to Work scheme window open until 15 May 2023

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days hours minutes seconds

## Development Benefits

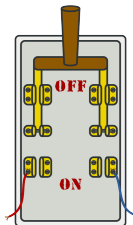
You can submit a claim for one relevant professional membership subscription, per financial year. Relevant in this instance means either:

- a) you must be a member of this professional body in order to carry out your role, or
- b) there is a clear benefit between you holding this membership and being able to carry out the duties and responsibilities of your role.

Pay for your membership as normal, then agree with your people leader and claim back through ESS Lite and per the [Expenses Policy](#).



## Other Benefits



## **Buying additional annual leave**

Additional annual leave of up to 10 days per year can be purchased with the cost spread over 11 or 6 monthly repayments. (Use this form → **Buying Additional Annual Leave Form** - hyperlink only available during open windows). See our [Annual Leave Policy](#) for more details.

## **Birthday leave**

The council gifts staff 1 additional day of leave for their birthday each year. It is to be taken on or around your actual birthday day; this means that you do not lose out if your birthday falls on a weekend or bank holiday, you should just take the day as soon as possible (just before or after the official date).

There is no way to record this on IBC, and the process is that you agree locally with your manager exactly which day you will be taking off work as birthday leave.

## **Paid volunteering hours**

WCC staff get up to 16 paid hours per year, to spend doing work for charitable organisations. For volunteering opportunities within Westminster, please [click here](#) to register with Westminster Connects.



[Click here for the Volunteering Policy.](#)

## Payroll giving

You can support UK registered national/local charities or recognised good causes (such as places of worship, schools and scout groups), by making donations directly through payroll.

It's quick and easy to set up, and donations are deducted from your gross pay meaning you don't pay tax and NI on that amount. You can cancel just as easily, if you change your mind in the future too.

Use this link to find out more information and get set up → [Payroll Giving In Action](#)

## Office 365

You can get Microsoft office for home use on your personal devices.

[Click here](#) for instructions on how to access this.

## Westminster libraries

Discounts available at [Westminster libraries](#)

## Hatching Dragons

Westminster City Council staff up to Band 4 are eligible for discounted rates at Hatching Dragons nurseries. Please [click here](#) to find out more.

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If you have any questions about staff benefits, please email Nerissa Caesar at: [NCaesar@westminster.gov.uk](mailto:NCaesar@westminster.gov.uk)

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