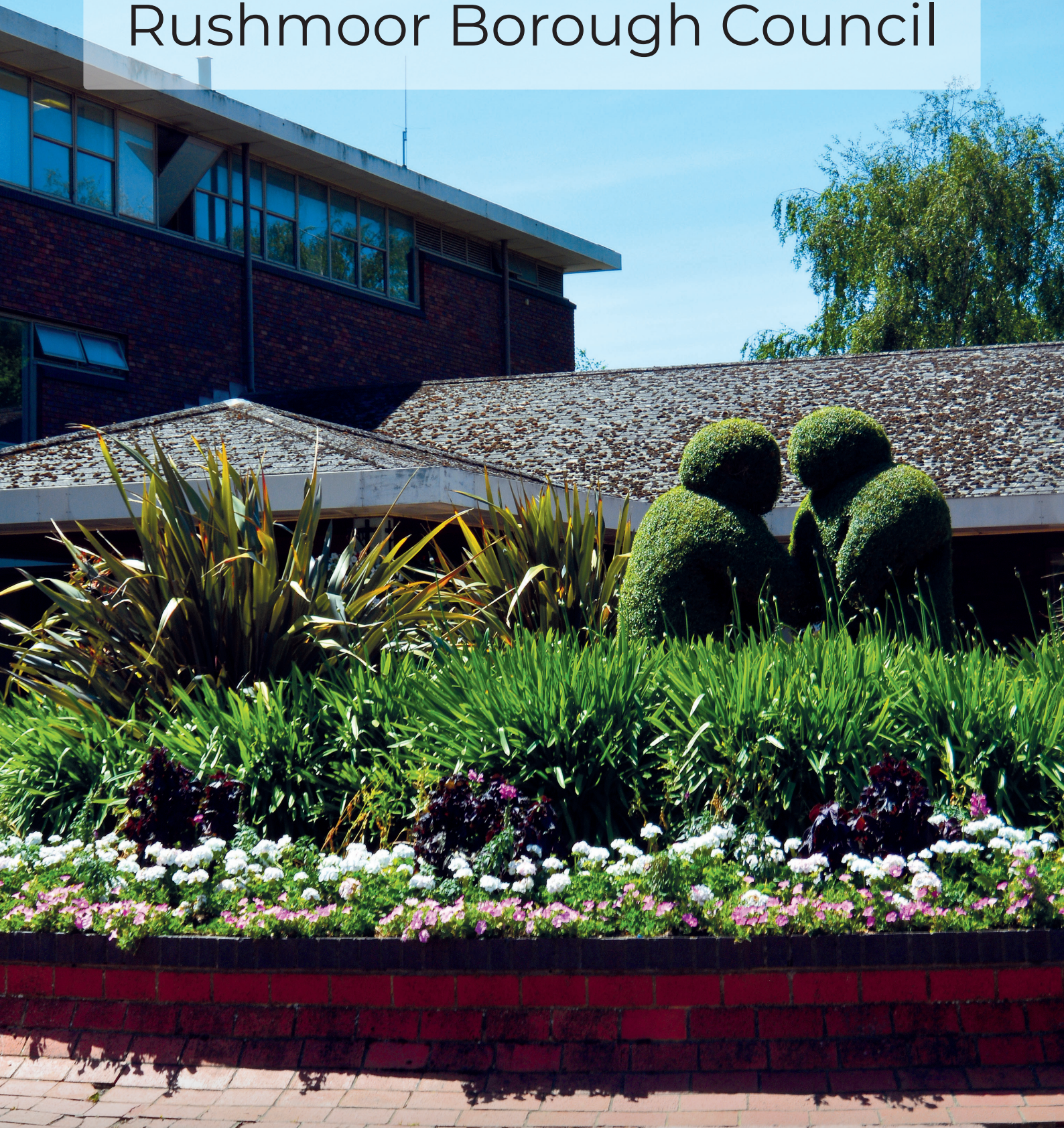


Welcome to

# Rushmoor Borough Council







**Council Offices, Farnborough Road, Farnborough, Hampshire, GU14 7JU**

The Borough of Rushmoor is located in North Hampshire and sits in the heart of the Blackwater Valley, a flourishing area covering parts of Hampshire, Surrey and Berkshire and less than 40 minutes from London.

You'll find us to the south west of London, perfectly placed with the road networks providing easy links to the capital, the M25 and M3. Excellent rail connections to London Waterloo (33 minutes), Reading (23 minutes) and Gatwick airport (53 minutes)

The seaside on the south coast is less than an hour away.





## **What services does the council deliver?**

Rushmoor is one of 11 district councils in Hampshire. We are a district council, urban in nature but with lots of green space. We deliver a range of essential local services to our 96,000 residents and nearly 3,500 businesses. For our size we have the widest range of facilities including 4 nature reserves, 70 parks and playgrounds, a business airport, 3 railway stations, 3 swimming pools, 1 outdoor lido, 2 theatres world class sporting facilities, top performing further and higher education, a world class exhibition and conference centre and so much more.

The council services delivered by our committed 300 employees include:

- Environmental Health
- Housing
- Regeneration and Developing place
- Planning policy and development management
- Culture, theatre and events
- Street scene and highways
- Waste collection and recycling
- Grounds Maintenance
- Public conveniences
- Community Safety
- Community development
- Collection of council tax and non-domestic rates

We deliver some of these services ourselves, some we manage through contracts and others we deliver in partnership with other councils. We have an excellent reputation with other public services and the voluntary and community sector.

You can see our [Business Plan](#) that sets out our priorities for the years ahead and what we are doing to continue to meet the needs of residents, visitors and businesses.

## **Why Rushmoor?**

Rushmoor has an exciting future, with an ambitious programme of investment and development planned which will see more than £500 million injected into regeneration over the next decade, much of it through the exciting new Wellesley development of nearly 4,000 new homes in Aldershot and the regeneration of our town centres.

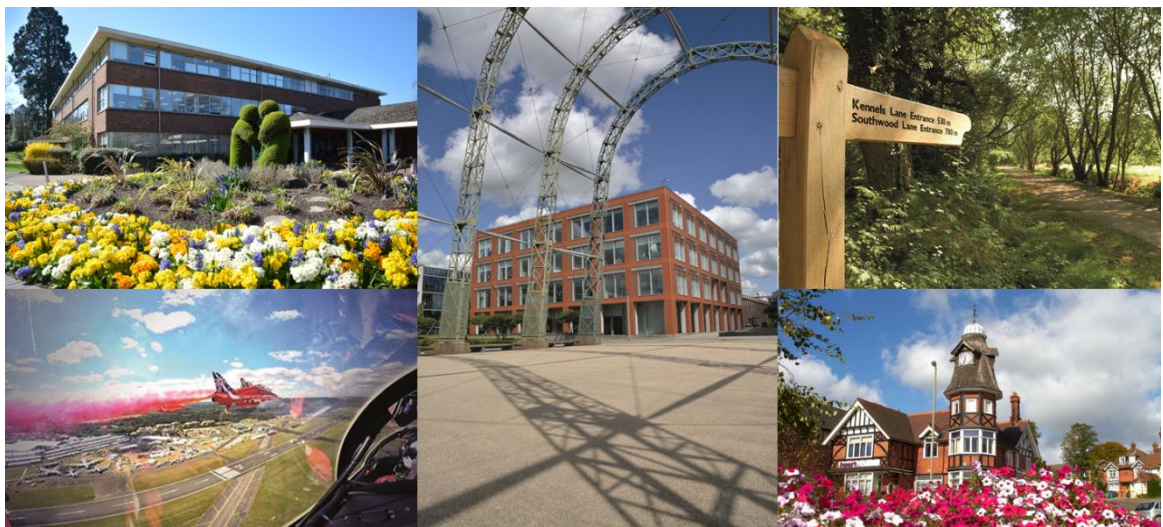
In addition to its ambitious plans, it's also a great place to live. The area has an abundance of green space and leisure and sporting opportunities and is steeped in history. It includes the world famous towns of Aldershot - the

# RUSHMOOR BOROUGH COUNCIL

historic home of the British Army - and Farnborough, the birthplace of British aviation and home to the renowned Farnborough International Airshow.

## More facts about the area

- The area enjoys open countryside and beautiful woodlands
- Excellent sporting facilities, with specialist venues for skiing, gymnastics and swimming – nearly every Olympic sport is catered for in the borough
- We are close to many excellent shopping areas including Reading and Guildford with their vibrant student populations
- The home of the British Army with an amazing military heritage being
- World famous Farnborough International Airshow attracting more than 150,000 visitors
- Home to world class businesses including BMW, Fluor, TAG, BAE systems and RBS
- Leading business airport, award-winning business park and a new conference and exhibition centre
- Entertainments, museums and arts venues



You may also be interested to see

- [Rushmoor Borough Council Web site](#)
- [Rushmoor's purpose and priorities](#)
- [Latest news from Rushmoor](#)





## **Working at Rushmoor**

### **Hours**

The normal working week is 37 hours

### **Annual Leave**

Leave year from 1 April to 31 March  
Starting at 25 working days per year  
28 working days after 5 years local government service  
30 days after 10 years Rushmoor service  
33 days after 20 years Rushmoor service

### **Pension Scheme**

Rushmoor offers membership of the Hampshire Local Government Pension Scheme. This is a defined benefit occupational pension scheme. Further information is available on the [Hampshire Pensions web site](#)

Employer contributions are currently 16.1% of salary. Employee contributions vary from 5.5% - 12.5% dependent on salary.

### **Free Parking**

Free parking is available for staff next to the offices or nearby in Pinehurst car park.

### **Hours of Work / Flexi time**

The normal working week for most full-time staff is 37 hours, Monday to Friday. Actual times of work may vary dependent on the needs of the role, but the council also offers a flexi time system which enables staff in many roles to flex their actual working hours to suit, so long as sufficient operational cover is maintained.

The flexi-time system allows staff to work additional hours between 7.30am and 7.00pm (6.30pm on Fridays) and take up to one day's flexible leave in each calendar month.

Your manager will confirm if flexi-time working applies to your post



## **Learning and Development**

Rushmoor's learning and development programme is an essential part of our organisational development. We know if we are to be sustainable, we need to enable everyone working at Rushmoor to develop knowledge and skills to help us achieve that.

All staff at Rushmoor have an annual Development Review and analysis of individuals' learning and development needs as well a consideration of the key organisational priorities for the coming year, shape our Learning and Development programme.

The many learning opportunities offered include those targeted at developing staff to meet the changing demands of the organisation, our residents and local businesses, as well as the job-related training we all need.

## **Professional Fees**

If you need a professional qualification to do your job, Rushmoor will pay your professional membership fees.

## **Employee Health and Wellbeing**

Rushmoor offers a range of activities and benefits to staff to promote their health and wellbeing. These include:

- 24/7 access to an Employee Assistance Programme, including an online portal, confidential telephone service and access to face-to-face counselling;
- Lunchtime yoga sessions
- Discounted gym membership
- Discounted cinema tickets
- On-site café providing meals, hot and cold sandwiches/paninis, salads and snacks daily
- Cycle to work scheme
- Extra leave purchase scheme