



## City Building Reward & Benefits

### Company Overview

City Building Glasgow is one of Scotland's largest award-winning construction companies, where we provide a range of repairs and maintenance, manufacturing, construction, and refurbishment activities across the public, private and third sectors.

As well as delivering the largest construction craft apprenticeship programme in Scotland, we also operate Royal Strathclyde Blindcraft Industries (RSBi), one of the largest supported manufacturing businesses in Europe.

Our unique social ethos of building a sustainable future underpins our drive to deliver excellence across a wide range of high-quality construction and manufacturing operations. These include Repairs and Maintenance, Design and Build Construction projects, New House Building, major investment and refurbishment, manufacturing and specialist services.

### Our Values

Community – To build more sustainable communities through social, economic and community engagement.

Trust – To be trusted by our employees, clients, and partners.

Ambition – To do more for our client and partners and provide more opportunities for our employees.

Honesty – To promote at all times in our communication.

Excellence – To deliver quality in everything we do.

### Our Mission Statement

To contribute excellence in construction, repairs, maintenance, manufacturing and training to our customers, our employees, partners, suppliers, and the local communities in which we work.

### Benefits

As part of City Building, we offer sector-leading benefits package, the successful candidate will receive the following:

- A rewarding career with a competitive salary.
- Access to an excellent contributory pension scheme - Strathclyde Pension Fund Scheme – employer contribution – 19%, employee contribution – 8%.
- Tax relief on your contributions - the tax you pay on your salary is calculated after your pension contributions are deducted.
- Death in Service benefits of 3 times salary.
- Work Life Balance and Family Friendly Policies.

- Annual leave entitlement - 34.5 days plus 7 fixed public holidays

- Access to excellent health and wellbeing initiatives.

A free, confidential, and independent resource to help you with any work, family or personal issue, this service is available to you any time, any day. Your family, partner and those close to you can also access the service.

There is a freephone number, a live chat service via the app and portal at [pam-assist.co.uk](http://pam-assist.co.uk).

At City Building we have trained various employees to be Mental Health first aiders to support their colleagues and create a more mentally vigilant workplace.

Furthermore, through PAM employees have access to receive physiotherapy.

- Access to a discounted gym membership.

All City Building employees now qualify for a discounted Glasgow Club membership.

You can sign up to FitClub for just £12 per month instead of the standard rate of £31. If you already pay for a membership, you can apply for the discount and reduce your monthly fee.

- Workforce Learning and Development.

- Employee Reward Scheme.

This is an employee discount programme which will help you save money on almost anything from everyday groceries to holidays, new technology and other activities. This CB Rewards Scheme is being hosted by a company called Rewards Gateway.

- Facility to make payments directly from your salary.

To help you manage your finances we provide the facility to make payments directly from your salary to the Glasgow Credit Union.

- Workplace parking.

At City Building main office 350 Darnick Street, we have numerous car parking space available for our staff, including electric charging ports.

- Cycle2Work Scheme.

The scheme, operated by Wider Plan on behalf of the council, can save you money on the retail cost of a bike.