



# Business mentoring

t: 02891 610661 [www.employersforchildcare.org](http://www.employersforchildcare.org)

## Company Profile

### Name:

Newtownabbey Borough Council

### Description:

Local Authority

### Location:

Newtownabbey

### Sector:

Public Sector

### Employees:

380

### Gender Balance:

44% Female

56% Male

## Employer-supported Childcare Money Saving Childcare Vouchers

### Background

The council has a number of 'family friendly' policies in place such as flexi leave, career break, parental leave, dependant's leave. In addition to this the council thought it would be beneficial to introduce childcare vouchers to support employees with childcare costs.

As we are a registered member of 'opportunity now' it seemed appropriate to assist women, in particular, in overcoming a potential difficulty in affording child care costs.

### Objective

To further support Council employees with family responsibilities.

### Solution

#### Type of Employee-led Childcare Provision

Childcare Vouchers

### Outcome

Staff were invited to an in-house Information Session, and a number of people expressed an interest in childcare vouchers.

The Council responded by implementing a Salary Sacrifice Voucher Scheme, to help employees with childcare costs.

Employers for Childcare provided an Information Session for interested staff, and the necessary documentation to set up a voucher scheme.

### Benefits to Employers

- Increased staff motivation
- The council as an employer benefits from National Insurance savings

### Benefits to Employees

- Reduced childcare costs, through savings made in tax and National Insurance Contributions
- Knowing they have an employer committed to Work Life Balance.

“an excellent opportunity to reduce my childcare costs. The nursery is satisfied with the new form of payment - a "win-win" solution for all.”

Helen Hall, Training Officer, Newtownabbey Council

Breaking the Childcare Barrier

