

Scottish Government: Employee Benefits

Welcome to the Scottish Government.

We want your experience of working here to be positive and rewarding – that's why we provide a range of benefits and services that are designed to help you balance demands inside and outside of work and access the support you need, when you need it, to thrive in the workplace.

This is a summary of:

- competitive reward package offered
- discretionary benefits we offer to support you through career and life changes
- opportunities we provide for personal and professional development

Please note: this is a general guide and some of the providers or benefits may change over time.



25 days' annual holiday

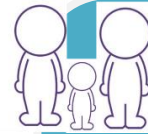
Rising to 30 days after 4 years' service

Plus 11.5 days public and privilege holidays



A choice of two pension schemes

Depending on the scheme chosen **we contribute around 20%**



Enhanced maternity, adoption & shared parental leave with 27 weeks on full pay, followed by 12 weeks at statutory rate of pay

Paternity leave of up to 4 weeks full pay



We take Corporate social responsibility seriously ...

you can take up to **3 days paid leave each year to volunteer**



We offer various **flexible working arrangements** to help you maintain a healthy work life balance

e.g. flexi time, compressed hours and home working



We offer various forms of **paid special leave** e.g. caring for dependants, reservists & public duties.

And we offer unpaid **career breaks** of up to 5 years



We offer working parents the opportunity to use the childcare voucher scheme which can result in savings up to **£933 per year**



We offer **discounted on-site gym membership** with a range of facilities, classes and equipment across different Scottish Government buildings



We provide excellent **learning & development opportunities** for all employees to help you maximize your potential.



Employee wellbeing is important to us ...we provide **free access to trained welfare & counselling practitioners** offering confidential, independent information and guidance



Every employee can take advantage of our **discount scheme** offering a wide range of fantastic **savings on everyday purchases, leisure and cycle to work**

Find out more about the Scottish Government on our internet site:

www.gov.scot

Did you know?



We have an in-house Counselling & Wellbeing Officer



We have an on-site workplace nursery available to all employees, based at Victoria Quay



We can help you save on your commute through a cycle to work and loan scheme for rail travel cards

Further information

- For any further information please get in touch. You can call us 0131 244 8500, selecting option 2 and asking for the Resourcing Team. Alternatively you may email us at recruitment@gov.scot