

Employee Benefits

The Highland Council is committed to their employees and offers an excellent benefit package that can include:

<p>Work Life Balance and Family Friendly Staff Policies</p>	<p>We have various policies in place to support employees in their work life balance and family commitments, for example:</p> <p>Family Friendly Staff Policies (including maternity, shared parental, adoption and ordinary parental leave).</p> <p>Flexible working patterns, including both full time and part time opportunities, depending on the needs of the service.</p> <p>Hybrid Working (New Ways of Working), depending on the needs of the service. Employees and managers are now accustomed to working in different ways (e.g. home office/hybrid working).</p> <p>Special Leave – subject to the terms of the policy.</p> <p>Annual leave and public holidays - 28 days paid holiday plus 7 Public paid holiday (pro rata for part-time staff), rising to 33 days paid holiday (pro rata for part-time staff) after 5 years continuous service at the commencement of the next leave year.</p>
<p>Pension Scheme</p>	<p>Our occupational pensions schemes are very generous. Teachers join the Scottish Teachers Superannuation Scheme, and non-teaching staff join the Local Government Pension Scheme.</p> <p>Agenda for Change posts may align with either NHS Pension Scheme SPPA (if eligible) or Local Government Pension Scheme</p>
<p>Shared Cost AVC Scheme</p>	<p>For members of the Local Government Pension Scheme there is an opportunity to join the Shared Cost AVC Scheme provided by Standard Life. This allows you to supplement your pension benefits and make Tax and National Insurance savings on your contributions at the same time. Access to this benefit is subject to meeting statutory eligibility criteria.</p>
<p>Competitive Salary</p>	<p>Competitive salary with an incremental and annual pay review.</p>
<p>Learning & Development Opportunities</p>	<p>Wide range of learning and development opportunities with an annual review to discuss career opportunities and progression.</p>

Removal and Relocation Package	A removal and relocation package of up to £6,500 may be available.
Employee Assistance Programme	Employee Assistance Programme (EAP) through Spectrum Life is available 24/7, 365 days a year and offers in the moment support to employees.
Cycle to Work Scheme	Through our partnership with Halfords, and local retailers, the Council are able to offer employees the opportunity to participate in this scheme, whereby you sign up to a reduction in pay for to access to a new bicycle and make savings on Tax and National Insurance. Access to this benefit is subject to meeting statutory eligibility criteria and a specific window for ordering applies.
Car Scheme	Our Car Scheme (through Vivup) gives you the chance to drive a brand new car for an affordable fixed monthly amount as part of a salary sacrifice initiative. Access to this benefit is subject to meeting statutory eligibility criteria and a specific window for ordering applies.
Annual Leave Purchase	The Annual Leave Purchase staff benefit enables you to take additional holidays and spreads the cost through manageable salary reductions. Access to this benefit is subject to meeting eligibility criteria, Service approval and a specific window for ordering applies.
Employee Discount/Reward Scheme	Vivup Benefit Scheme - A range of discounts to help you save money across hundreds of the UK's favourite high-street and online retailers.
Highlife Highland Discount	High Life Highland Corporate Discount of 10% on an Individual or Family Membership. Available in over 25 leisure centres throughout the Highlands.

