

# Employee Benefits

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

<p><b>Work Life Balance &amp; Family Friendly Staff Policies</b></p>	<p>We have various policies in place to support employees in their work life balance and family commitments, for example:</p> <ul style="list-style-type: none"> <li>• <b>Family Friendly Staff Policies</b> - including Carer Positive, Maternity, Shared Parental, Adoption and ordinary Parental Leave</li> <li>• <b>Flexible working patterns</b> - including both full time and part time opportunities, depending on the needs of the service.</li> <li>• <b>Hybrid Working</b> - depending on the needs of the service. Employees and managers are now accustomed to working in different ways (e.g. home office/hybrid working).</li> <li>• <b>Special Leave</b> – subject to the terms of the <a href="#">policy</a>.</li> <li>• <b>Annual leave and public holidays</b> – 21 days annual leave plus 7 ‘floating’ and 7 ‘fixed’ public holidays and an additional 5 days annual leave after completion of 5 years continuous service (pro-rata for part-time employees),</li> <li>• <b>Pension Scheme</b> - Our occupational pensions schemes are very generous.</li> </ul>
<p><b>Pension Scheme</b></p>	<p>Our occupational pensions schemes are very generous.</p> <ul style="list-style-type: none"> <li>• Teachers join the <a href="#">Scottish Public Pensions Agency</a> (SPPA) and non-teaching staff join the <a href="#">Local Government Pension Scheme (LGPS)</a></li> <li>• Agenda for Change posts may align with either <a href="#">NHS Pension Scheme</a> SPPA (if eligible) or <a href="#">Local Government Pension Scheme</a> (LGPS)</li> </ul>
<p><b>Shared Cost AVC Scheme</b></p>	<p>For members of the Local Government Pension Scheme there is an opportunity to join the Shared Cost AVC Scheme. 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>

<b>Competitive Salary</b>	Competitive salary with an incremental and annual pay review.
<b>Learning Development Opportunities</b>	Wide range of learning and development opportunities with an annual review to discuss career opportunities and progression.
<b>Removal &amp; Relocation Package</b>	A removal and relocation package of up to £6,500 may be available.
<b>Employee Assistance Programme</b>	<b>Employee Assistance Programme (EAP)</b> is available 24/7, 365 days a year and offers 'in the moment' support to employees.
<b>Cycle to Work Scheme</b>	The <b>Cycle to Work Scheme</b> is a salary sacrifice scheme where you can purchase a bike and accessories, spreading the cost through manageable salary reductions over a pre-determined period. Access to this benefit is subject to meeting eligibility criteria.
<b>Car Scheme</b>	Our <b>Car Scheme</b> (through Vivup) gives you the chance to lease a new car, spreading the cost through manageable salary reductions which provides you with significant income tax and NI savings.
<b>Annual Leave Purchase</b>	The <b>Annual Leave Purchase Scheme</b> enables you to purchase additional holidays each year and spread 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.
<b>Employee Discount/ Reward Scheme</b>	<b>Employee Benefits</b> - A range of lifestyle savings and discounts to help you save money across hundreds of the UK's favourite high-street and online retailers.
<b>High Life Highland Discount</b>	<b>High Life Highland</b> Corporate Discount of 10% on an Individual or Family Membership. Available in over 25 leisure centres throughout the Highlands