Midlothian

Thank you for expressing an interest in working with Midlothian Council

Midlothian Council serves the fastest growing population in Scotland, currently estimated at approximately 93,000. It is predicted to rise to 99,000 by 2027, in a geographical area of 35,527 hectares.

As the largest employer in the area, Midlothian Council employs over 4,000 people. The Single Midlothian Plan sets out our vision for the communities of Midlothian and has 4 strategic aims:

Our workforce vision is to work as One Council using our knowledge, experiences and sense of shared endeavour to collaborate and think creatively and innovatively so that our people can deliver life-changing impacts for our communities.

To reduce inequalities in:

- Learning,
- Health,
- Economic circumstances, and
- Climate change.



happy to talk flexible working

Healthy Working Lives

happy to talk flexible working

iese Certificate of Excellence 2021

Certificate of Excellence Award to mark significant innovations in transforming local public services

disability confident EMPLOYER

2018 Living Wage Champion Awards SHORTLISTED

As an employee of Midlothian Council, you will benefit from a wide ranging list of benefits.

Lifestyle & Wellbeing

- Flexible working – we understand the importance of striking the right work life balance and we are happy to talk flexible working
- Flexi scheme (service dependent)
- Family friendly leave – we offer a number of enhanced benefits to our employees
- Employee Assistance Programme – we work with MCL Medics to offer counselling and support to our employees
- Occupational Health
- Physiotherapy – we work in partnership with Midlothian Physiotherapy to offer musco-skeletal support to all employees
- Discounted Gym membership at our leisure centres

Pension Scheme

You will be auto-enrolled into the Local Government Pension Scheme **click** here for more information.

The cost to you is dependent upon your earnings level. It is between 5.5% and 12% of pensionable pay. However, in real terms this will be less because you do not pay tax on the amount you pay into your pension.

The Council's contributions are 22.2%.

You can also supplement your pension benefits by making Additional Voluntary Contributions click **here** for more information.

Pay & Save

- Scottish Living Wage – we are committed to paying our employees the real living wage
- Nationally agreed pay increases
- Overtime and stand-by payments – to meet service demands
- Cycle to work scheme – we work in partnership with Cycle Solutions to offer a salary sacrifice option for the purchase of a bike and equipment up to the value of £1000.
- Tax-free childcare – access to the governments' scheme which launched in 2017
- Retail discounts – we offer these via **www.edenred.uk.com**
- Capital credit union – payroll savings such as affordable loans and savings accounts
- Car salary sacrifice – we work in partnership with Tusker **www.tuskercars.com** to offer car benefits to employees
- Occupational sick pay – based on length of continuous service with the Council
- Membership to recognised trade unions – fees can be paid direct or via payroll deduction to Unison; Unite; GMB; EIS; SSTA; NASUWT

Annual Leave Entitlement

We reward your loyalty and commitment year on year.

Length of Continuous Service as at 1 October (years)	Leave entitlement (days)
Less than 1	30
1	31
2	32
3	33
4	34
5	35
6	36
7	37
8+	38

We have 4 days of fixed holidays and a period of closure at Christmas and New Year (service dependent).

We also offer non-school based employees the opportunity to purchase up to 5 days (pro rata) of additional annual leave. This is offered at a one-off annual selection window.