

Midlothian Council: A Great Place to Grow

We want you to feel supported at work and in life. With flexible working options and practical wellbeing support, we'll help you balance what matters.



AT A GLANCE

- **Annual leave:** start with 30 days, rising annually to 38 days, plus four fixed holidays. You can also buy up to five days.
- **Flexibility:** flexible and hybrid working options can be discussed to suit you and the service. Flexi time may be available in some roles.
- **Wellbeing:** confidential support including an Employee Assistance Programme, Occupational Health and physiotherapy.
- **Savings:** access discounts and salary sacrifice schemes through [Vivup](#).
- **Pension:** auto-enrolment to the Local Government Pension Scheme, with Council contribution of 17.6%.

Balance & Family

- Flexible & hybrid working: we're happy to discuss what works for you and the service.
- Flexi scheme (where available): day to day flexibility to help you manage your time.
- Family friendly leave: enhanced support for you and your family.

Wellbeing, Security & Support

Support is there when you need it, professionally, confidentially, and without judgement

- Employee Assistance Programme – confidential counselling and practical support;
- Occupational Health & [Physiotherapy](#) for musculoskeletal support.
- Occupational sick pay based on length of continuous service
- Trade Union membership – (UNISON, UNITE, & GMB) fees can be paid directly or via payroll
- Discounted Gym membership at our leisure centres

Vivup – Your Benefits Hub

Save on everyday essentials and bigger purchases.

- Lifestyle Savings: 700+ discounts from leading retailers.
- Salary sacrifice schemes: spread the cost of cars, bikes, and cycling essentials.
- Wellbeing resources: tools and support to help you thrive.
- Log in and start saving today: [Vivup](#)

Pay, Recognition, & Everyday Savings

We're committed to fair pay, and we offer practical ways to save on everyday costs.

- Scottish Living Wage – we're committed to paying the real living wage
- Nationally agreed pay increases
- Tax-free childcare – access to the government scheme
- Capital credit union – payroll savings for affordable loans and savings accounts

Pension – Planning for the Future

You'll be auto-enrolled into the [Local Government Pension](#) Scheme:

- Your contribution: 5.5% to 12% of pensionable pay (based on salary)
- Council contribution 17.6%
- You can boost your pension through [Additional Voluntary Contributions](#) (AVCs)

How to Access

- During induction, ask your manager what flexible/flexi arrangements apply in your role/team.
- Set up [Vivup](#) to start using discounts and schemes.
- If you need support, the [Employee Assistance Programme](#) is available.
- A range of Health and Wellbeing resources are available on our dedicated site: [Health & Wellbeing](#)