



COMHAIRLE NAN EILEAN SIAR

Employee Benefits

The Comhairle is committed to supporting its employees and offers an excellent benefits package, which may include:

Competitive Salary

Competitive salary with incremental progression and annual pay review, plus a Distant Islands Allowance paid in addition to salary.

Relocation Package

A relocation package of up to £8,000 may be available, depending on the circumstances of the post. Job adverts will state clearly whether relocation assistance applies and the maximum amount payable.

Annual Leave and Public Holidays

35 days of annual leave, increasing to 40 days after five years of service, inclusive of public holidays (pro rata for part-time employees).

Pension Scheme

Our occupational pension schemes are generous. Teachers join the Scottish Public Pensions Agency (SPPA), while non-teaching staff join the Local Government Pension Scheme (LGPS).

Members of the LGPS may also have the opportunity to join the Shared Cost AVC Scheme, enabling them to supplement pension benefits while making tax and National Insurance savings, subject to statutory eligibility criteria.

Work-Life Balance and Family-Friendly Policies

We have a range of policies in place to support employees with work-life balance and family commitments, including:

- Generous Maternity, Paternity and Sick pay benefits
- Flexible working patterns, including both full time and part time opportunities, depending on the needs of the service
- Hybrid Working, depending on the needs of the service
- Paid and unpaid special leave, subject to the terms of the policy



Workforce Development

We are committed to supporting the continuing personal and professional development of our workforce. Employees are encouraged to discuss development needs with their manager. Opportunities may include:

- E-learning
- Classroom training courses
- Qualifications
- Self-directed learning
- Conference attendance
- On-the-job training
- Work shadowing/secondments
- Mentoring/workplace coaching

Employee Assistance Programme

The Employee Assistance Programme (EAP) is available 24/7, 365 days a year, providing practical information, emotional support and counselling. This is a free and confidential service available to employees, and immediate family members, to help them deal with personal and professional problems that could be affecting their home life, work life, health and general wellbeing.

Cycle to Work Scheme

The Cycle to Work Scheme is a salary sacrifice arrangement that allows you to purchase a bike and accessories, spreading the cost through manageable salary reductions over a pre-determined period, subject to eligibility criteria.

Employee Discount and Reward Scheme

A range of lifestyle savings and discounts is available to help you save money across hundreds of the UK's favourite high-street and online retailers.

