

## **EMPLOYEE BENEFITS**

### **Annual leave**

Of 41 public bodies in Scotland that information was available for, the Care Inspectorate's annual leave entitlement is one of the highest. An analysis of an XpertHR benchmarking report suggested this entitlement is also very generous when compared to other employers in general.

### **Working Week**

Of the 41 public bodies, the majority work 37 hour weeks compared to the 35 hour week at the CI (40 hours for senior staff).

### **Maternity/Paternity/Adoption Benefits**

Some employers had maternity/paternity/adoption benefits that exceeded the Care Inspectorate's offering, but the CI's offering was financially in line with what the bulk of employers were offering.

### **Pension Scheme**

As a defined benefit scheme, the CI's pension provision (the Local Government Pension Scheme) is generous compared to defined contribution schemes that are offered by most private and voluntary sector employers.

### **Family Friendly Policies**

Our reward package includes a range of family friendly policies, health and wellbeing offerings and continuous professional development /educational opportunities for employees.

### **Employee Assistance Programme (EAP)**

A number of wellness opportunities are offered to employees through our healthy working lives initiatives. Also offered is a confidential Employee Assistance Program (EAP) which is an online and offline personal support programme that gives employees unlimited access to a range of specialist support and information including financial, relationships, health, legal and family care, plus access to the Wellbeing Zone.

HR are committed to raising awareness to the Care Inspectorate's employee assistance programme with a most recent communication being issued in April 2019.

### **Credit union**

Discovery Credit Union was implemented in March 2018 and 27 employees have joined the scheme.

### **Childcare vouchers**

19 employees make use of our childcare voucher scheme. As a result of a new government initiative - Tax Free Childcare - this scheme will no longer be available from October 2019. However, existing staff in the scheme can continue to request vouchers.

### **Cycle to work**

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**Agenda item 17**  
**Appendix 1**

Seven employees joined the cycle to work scheme in 2018-19 and purchased bikes. Further promotional campaigns are scheduled to take place with a joint promotion on Bike Week together with our Cycle to Work scheme week beginning 3 June 2019.

**My Lifestyle**

The 'mylifestyle' hub gives all employees access to a range of employee benefits and rewards to suit individual lifestyles. These include discounts and offers for supermarkets, high street stores, holidays etc., together with a 'myresources' page which provides help, guidance and tips on how to budget and manage money with links to useful advice websites, video tips and money saving calculators.

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