



Staff Benefits

It is our mission that as an Investors in Gold employer we inspire and empower staff, while giving them the right support and tools they need to achieve the best outcomes for young people.

People are at the heart of what we do. We believe in a generous formal staff benefits package which rewards and values staff, and provides additional benefits that would not be available with other employers.

We are not ones to boast but we are proud to have been awarded Gold accreditation from Investors In people and recognised as Investors in Young People organisation. In addition, we are a holder of the Gold award as part of the Healthy Working Lives initiative, which supports employers and employees to develop healthy wellbeing programs in the office.

Annual Salary

- Salaries are paid on a monthly basis, but we also pay early at Christmas to help with increased costs (and presents!) at that time of the year.
- Contracted hours of work are 35 hours per week while part time and flexible working hours are also available to staff when it fits the need of the organisation.
- Staff are subject to a probationary period of six months.

Looking after your health and wellbeing

We are firmly committed to ensuring our staff are offered a range of benefits, which cater for the variety of needs and lifestyles.

- Holiday Entitlement – We have a generous holiday entitlement of 25 days holiday a year plus 10 days public holiday. We close the office over the Christmas period giving staff an extra three days as a special thank you for working hard throughout the year. We also give an extra days holiday for every five years of service.
- Sickness Absence- We pay sickness pay at an enhanced rate and from the day you start employment.
- Bereavement Leave – Staff can request up to ten days leave in the event of a close family or friend bereavement.
- Staff Wellbeing Group – We are currently accredited with Healthy Working Lives Gold and have a staff group set up to look at staffs' health and wellbeing.
- Medical Appointments – Staff are given paid time off to attend medical appointments.
- Beverages – We help keep you hydrated and supply free tea, coffee and filtered water for all to enjoy.

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Looking after your future

We offer a generous pension package to all staff from their first day with Young Scot.

- Pension - We offer, to all staff, an auto enrolment pension scheme with Peoples Pension. We contribute 10% of staff salary and staff contribute 5%.
- Life Assurance – All employees are covered by a scheme that pays four times their basic salary in the event of their death in service.

Getting about during work

There are a number of ways which we help make it as easy as possible for our staff get from A to B.

- Company Vehicle /Bicycle – Staff have access to two company vehicles and a bicycle that can be used during working hours.
- Car Park –We have five car parking spaces that staff can you use on a first come first served basis.

Looking after your nearest and dearest

We are committed to the well-being of our staff members' families and have a number of structures in place to support staff in this.

- Maternity Leave – We pay statutory maternity pay to eligible staff.
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- Childcare Vouchers – We offer a salary sacrifice scheme enabling employees to purchase childcare vouchers.
- Start and finish times – Employees can apply for a change to their working hours.
- Carers Leave – A Carer policy has recently been introduced which has been recognised by Carers Scotland.

Developing yourself and others

We believe that staff should be encouraged to think positively about their personal training and development needs. All staff are entitled to two days paid leave to volunteer or undertake personal development.

Ideas and suggestions welcome

We are always looking for new ideas about how we can do more to maximise the support we give to our staff.

If you wish to discuss these or any other aspects of our benefits then please speak to:

Hilary Ramsay, Finance and Personnel Director