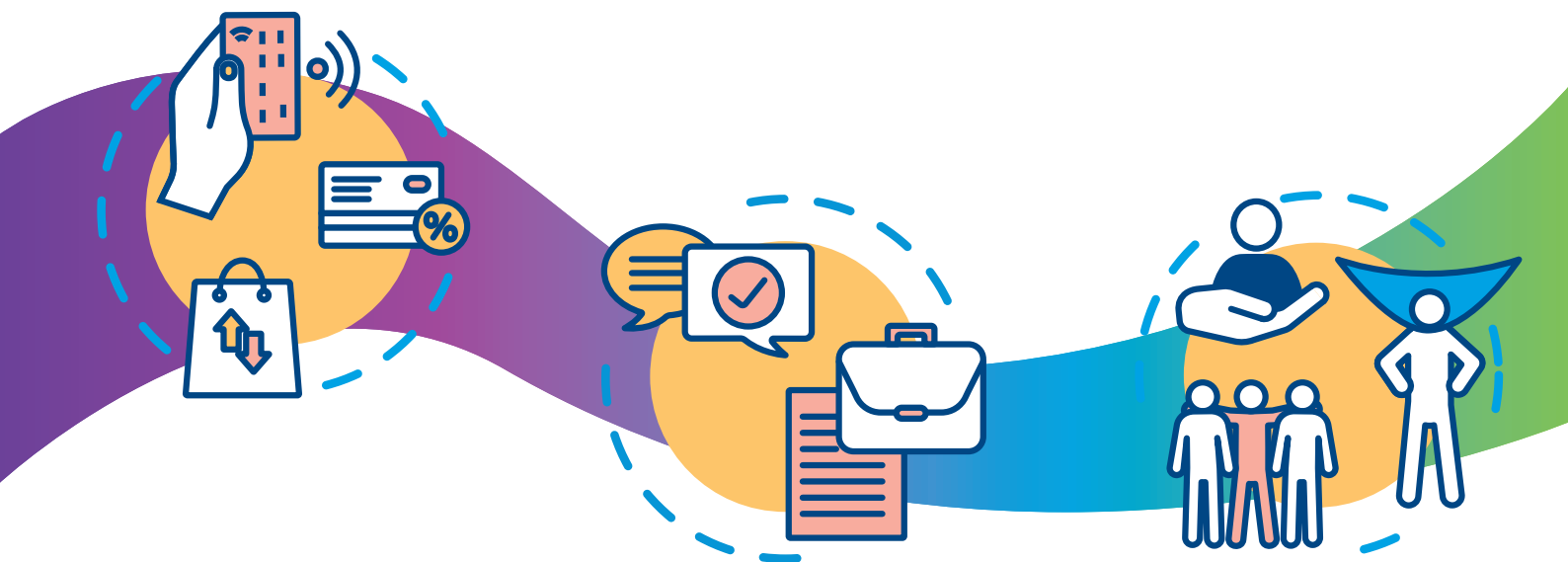


Employee benefits



We're delighted to offer Public Health Scotland employees an attractive benefits package



Supporting work life balance and enhanced family support



We understand how important it is to balance work life with home life and are proud to have a number of policies in place that support achievement of a blend of the two.

Flexi time

This is available to support your work/life balance. Some exceptions may apply.

Hybrid working

This is the PHS working model in which our people work flexibly, combining in-office and remote working.

Enhanced annual leave

This is available and increases with length of service.

Enhanced occupational sick pay

The package increases along with length of service. Criteria apply.

Occupational maternity leave

Our occupational maternity leave package includes 8 weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid. Criteria apply.

Maternity support (paternity) leave

Ordinary paternity leave entitlement is 2 weeks paid leave to be taken within 8 weeks of the baby's birth. Additional unpaid paternity leave of 2 to 26 weeks is available from 20 weeks after the baby is born. Criteria apply.

Adoption leave

Occupational adoption leave is made up of 8 weeks full pay, 18 weeks half pay, 13 weeks statutory and 13 weeks unpaid leave. Criteria apply.

Shared parental leave

Share the care of your child in the first year following birth or adoption. Criteria apply.

Parental leave

Parents may be able to receive paid parental leave — 4 weeks paid leave before child's 14th birthday. Criteria apply.

Career break

A request can be made by employees with 12 months PHS continuous service. Criteria apply.

Volunteer Reserve

PHS supports employees who are members of or wish to join the Reserve.

Learning and development

A wide range of learning and organisational development opportunities are available. These include job-related learning pathways, formal qualifications and team development events. PHS employees carry out personal development planning reviews to support achieving career goals and development needs.

Employee recognition

Recognising the contribution and efforts of our colleagues is very important at PHS and we have a framework in place to recognise this.

Celebrating success

Recognising the outstanding achievements of staff who often go the extra mile.

Long Service Awards

NHS service of more than 20 years is acknowledged by PHS.

Occupational health

Your health at work is vital and we have an inhouse team of occupational health professionals who can support you in achieving wellness at work and supporting you through periods of ill health.

Mental health first aiders

Trained volunteers who can provide emotional support directly and confidentially.

Employee Assistance Programme



Emotional, health and social problems can affect many of us from time to time. They can cause great personal distress and affect our quality of life, both at home and at work. The Employee Assistance Programme (EAP) provides professional support and guidance for employees and immediate family experiencing such issues.

The EAP can also provide a counselling service and career coaching sessions.

Discounts and vouchers



Become a savvy saver and enjoy discounts and savings on the essentials.

NHS Credit Union

Cares for the financial health of NHS members across Scotland.

Travel season tickets

PHS employees can apply for an interest free loan for the purpose of purchasing either annual or quarterly travel season tickets. Criteria apply.

Discounted gym membership

Reduced monthly memberships available at UK wide fitness and wellbeing centres.

Cycle to Work Scheme

Get a brand new bicycle at a discounted rate and benefit from tax and national insurance savings by paying for it through your salary. Choose from a range of bikes to suit your needs.

Health service discounts

Exclusive discounts, cashback and vouchers for NHS and healthcare workers.

Blue Light Card

A discount service for the emergency services, providing members with discounts online and on the high street.

NHS Staff Benefits

Exclusive deals and amazing savings on top brands.

Tax-Free Childcare

You can get up to £500 every 3 months (£2,000 a year) for each of your children to help with the costs of childcare. If you get Tax-Free Childcare, the government will pay £2 for every £8 you pay your approved childcare provider via an online account. You can get Tax-Free Childcare at the same time as 30 hours free childcare if you're eligible for both.

MoneyHelper

Here to make your money and pension choices clearer. Advice to cut through the complexity, explain what you need to do and how you can do it.

Retirement support



Preparing for retirement is an important part of working life. We have a number of resources available to support with this and remember – it's never too early to plan!

The NHS pension scheme

This continues to be one of the most comprehensive schemes available in the UK.

Retirement Fellowship

Fun, friendship and fellowship at the NHS Retirement Fellowship. Branch activities include monthly meetings with informative speakers, days out and holidays.

Working at PHS



Staff governance

This is a legislative requirement that all health boards in Scotland must comply with. At PHS, however, we see it as much more than that – it's an opportunity for staff to influence how they are treated within the workplace and participate in decision-making.

Staff networks

These offer staff an informal environment for generating and sharing views, experiences and new ideas and assist PHS in promoting the Equality, Diversity and Inclusion agenda.

PHS Sports and Social Club

This is a non-profit group that offers membership to all PHS staff. The club organises social events throughout the year and provides all PHS staff discounted tickets to several attractions.

Redeployment

If you are displaced as a result of organisation change, capability or ill health, you may secure alternative employment through the redeployment process. The HR department supports employees through this process.

Confidential contacts

An additional source of support and safe space where you can talk about any workplace concerns or issues you may have.

For more information about working for Public Health Scotland, visit www.publichealthscotland.scot

Stay up to date with vacancies by creating an email alert at jobs.scot.nhs.uk

