

Working for Scottish Canals

Pension

Our pension provider is Scottish Widows. If eligible, most employees will be entered into the scheme at the base rate of 3% with Scottish Canals paying 6%. Your contributions can be increased to however much you would like with Scottish Canals paying up to a maximum of 10%. To find out more about Scottish Widows, please visit: <https://www.scottishwidows.co.uk/index.html>

Death in Service

During your employment, employees are covered for Life Assurance. The level of cover is dependent on contract type.

Leave

We offer a generous annual leave entitlement of 25 days, rising to 30 days after 5 years continuous service. As well as your standard annual leave entitlement, you get 9 public holidays per year. This is prorated for our part time employees.

We also offer our employees the opportunity to buy an additional working week of leave at the cost of 1.9% of their salary split over 6 or 12 payments.

Employee discounts

We offer a wide range of retail and entertainment discounts via our employee benefits hub, Hapi Benefits. There are over 200 retailers to choose from such as ASDA, Boots, Burger King, Cineworld, Curry's, Easy Jet, Harvey Nichols, John Lewis, Primark and many more.

Sickness allowance

Where you satisfy the qualifying conditions, entitlement to sickness allowance will depend on your length of continuous local authority service as follows:

Service at start of absence	Full pay	Half pay
Less than 6 months	2 weeks	2 weeks
More than 6 months but less than 1 year	6 weeks	6 weeks
Not less than 1 year but less than 2 years	16 weeks	16 weeks
Not less than 2 years but less than 3 years	18 weeks	18 weeks
Not less than 3 years but less than 4 years	20 weeks	20 weeks

Not less than 4 years but less than 5 years	23 weeks	23 weeks
5 years or more	26 weeks	26 weeks

Employee assistance programme

Our employee benefits provider, Hapi Benefits, also provide an employee assistance programme that offers access to confidential telephone counselling and legal information 24 hours a day, 365 days a year.

Health

Scottish Canals have access to a suite of health benefits including Health Club discounts, Glasses Allowance and Cycle to Work

Employee discount

We offer staff discounts on food, drinks and stays at our locations like the Caledonian Canal Centre and Falkirk Wheel.

Cyclescheme

Employees are able to make use of the Cycle and Techscheme, giving them option to spend up £2,000 on cycling and tech equipment and spreading the payments via salary sacrifice up to 18 months.

Flexibility

Scottish Canals wish to support those employees who have a requirement to adjust their hours to help them manage work life balance. Our Flexitime Policy allows staff to have an input into when they will work. Those who work a rota / shift system are exempt from Flexi-Time working at present.

Training and career coaching

Scottish Canals offers Open Access to Learning training scheme to provide employees with a vehicle for improving their skills, knowledge and competencies in their own time. By using it, they will enhance their performance in their present job or make themselves candidates for other jobs within SC. The Scheme is open to an employees with not less than twelve months' continuous employment with SC.