

CHS Benefits



Head Office



A modern, vibrant, versatile open plan work space that offers a variety of different zones to accommodate different work requirements and styles, such as collaborative spaces, touchdown areas, meeting pods and open desks furnished with docking stations and 24" double screens. Please click [here](#) to view our office space, as created by Flexiform.

Annual leave



Annual holiday entitlement of 25 days (increasing to 30 days after 5 years' service).

Public/Privilege holiday entitlement of 11.5 days (8 days fixed).

Flexible and Hybrid Working



35h working week with the ability to take up to 26 days flexi leave per year.

CHS supports hybrid working with budget available to support purchasing equipment for your home office set up.

Competitive Pension Scheme



Auto-enrolment into Lothian Pension Scheme with generous employer contribution. Find out more [here](#).

Sickness Absence



Enhanced sickness absence benefit, dependent on length of service up to a maximum of 26 weeks full pay and 26 weeks half pay.

Family Friendly



Significantly enhanced statutory maternity, adoption and paternity leave payments (if eligible).

Special and Volunteering Leave



We provide up to 5 days pro-rata special leave to support your (and where applicable, your family) commitments.

Additional 2 days pro-rata available for volunteering

Wellbeing Day



All employees at CHS receive one Wellbeing Day off work in 2024/25. This is to encourage and support employees of CHS to take a designated day off work to focus on themselves through preventative actions that promote self-care.

Employee Assistance



“HELP” Employee Assistance Programme – 24/7 support available.

Other Wellbeing Related



Budget for new home office equipment.

Civil Service Sports and Social Club (c. £4.50/month): subsidised or free access to venues across the UK and high street savings schemes.

Scottish Government Sports and Social Club (c. £4.50/month): access to all SG fitness facilities, a range of classes, as well as discounts at Edinburgh Leisure facilities.

EdenRed Employee Savings Scheme via Mylifestylehub.

Up to £60 compensation toward spectacles.

Travel and Transport



Season ticket advances and a cycle to work scheme (up to £3,000).

Secure bike storage and free parking spots.

Learning and Development



Access to performance development and training is available. Ability to take part in organisation wide training programme (including e.g. CHS bites sessions and EDI training) as well as identify individual development needs with line manager and gain access to relevant resources.

Job Security



Scottish Government policy of 'No Compulsory Redundancy' where it is practical to do so.