

CHS Benefits



Head Office



A modern, vibrant, versatile open plan workspace 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-inch double screens. [View our office space](#), as created by Flexiform.

Annual leave



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

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

Hybrid Working



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

Flexible Working



We understand the importance of work-life balance and offer flexible working arrangements where possible in line with our flexible working policy. We're committed to finding solutions that work for both you and the organisation.

Flexi Time



We offer flexitime to help you manage your work and personal commitments more effectively. While specific arrangements depend on your role and team needs, we're committed to finding a balance that works for both you and the organisation.

At CHS our normal working week is 35 hours with the ability to take up to 26 days flexi leave per year.

Competitive Pension Scheme



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

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). We also offer enhanced neonatal care leave for eligible colleagues.

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

Volunteering Leave



We offer up to four days (pro-rata) of volunteering leave to support your involvement in community and charitable activities. This time is designed to help you give back to causes you care about while maintaining a healthy work-life balance. Whether it's mentoring, helping at events, or offering your professional skills, we encourage you to take advantage of this benefit to make a positive impact in your community.

Wellbeing Day



All employees at CHS receive one Wellbeing Day off work in 2025/26. 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



Health Assured offers comprehensive support to improve employee well-being. Their EAP services include confidential counselling, legal and financial advice, and mental health support, helping employees manage personal and work-related challenges.

Car Benefit Scheme



The **Tusker Car Benefit Scheme** is a **salary sacrifice arrangement** where eligible employees can configure a brand-new car with insurance, road tax, replacement tires, routine servicing, maintenance, and RAC breakdown cover for a fixed monthly amount.

Cycle to Work



Save up to 49% on tax-free bikes and accessories with [Cycle Solutions'](#) Cycle to Work scheme. With no upfront costs, easy salary deductions, and zero tax or National Insurance to pay, it's a hassle-free way to upgrade your commute. Enjoy free insurance, tools, and a bike bag, plus an 18-month warranty and reward points for future purchases. Choose from a wide range of products and get them delivered straight to your door—cut costs, beat traffic, and boost your benefits package all in one go!

Employees can use the interactive map to easily find their nearest partner stores. They can find a package that suits them the best, try out the bike and grab a quote to submit on the Cycle Solutions site.

Other Wellbeing Related



Reward Gateway platform through Mylifestylehub—a one-stop destination for exclusive discounts, cashback deals, and special offers. From everyday shopping and groceries to travel, tech, fashion, and dining out, this scheme is designed to help you save money and make the most of your income. Featuring a wide range of retailers and services, it's an easy and valuable way to maximize your savings and get more from your salary.

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

Up to £60 compensation toward spectacles.

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 working with your line manager to tailor your personal development journey. Whether you're sharpening your skills or exploring new areas, you'll gain the resources and support you need to grow and thrive.

Job Security



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