

Public Body	Latest implemented pay settlement	Actual Working Hours	Conditioned Working Hours	Grade	2017-18 Pay range			Scheme	Employers Contribution (%)	Pension		Comment	Annual Leave		Public & Privilege Holidays
					Minima	Maxima	Target rate			Employees Contribution (%)	Minimum		Maximum	Comment	
Architecture & Design Scotland	2017-18	37	37	A3	17,642	19,982		PCSPS	20.0%	4.6%	Standard Civil Service arrangements	25	30	25 days on starting rising to 30 days after 5 years of service	11.5
				A4	20,406	22,659	4.6% to 5.54%					25	30		
				B1	23,617	26,713						25	30		
				B2	28,033	32,130	5.5%					25	30		
				B3	35,269	42,643						25	30		
Bòrd na Gàidhlig	2017-18	37	37	C1	46,889	55,828		Local Government Highland Council	19.5%	5.45% to 7.35%	Standard Civil Service arrangements	25	30	25 days on starting rising to 30 days after 5 years of service	11.5
				A3	17,642	19,982	5.5%					25	30		
				A4	20,406	22,659						25	30		
				B1	23,617	26,713	5.5% - 5.6%					25	30		
				B2	28,033	32,130	5.7% - 6.0%					25	30		
Children's Hearings Scotland	2017-18	37	37	B3	35,269	42,643			18.3% tbc	5.5%	Standard Civil Service arrangements	25	30	25 days on starting rising to 30 days after 5 years of service	11.5
				C1	46,889	55,828						25	30		
				A3	17,642	19,982	5.45% to 7.35%					25	30		
				A4	20,406	22,659	5.5%					25	30		
				B1	23,617	26,713	5.5% - 5.6%					25	30		
				B2	28,033	32,130	5.7% - 6.0%					25	30		
				B3	35,269	42,643	6.1% - 6.4%					25	30		
				C1	46,889	55,828	6.6% - 7.1%					25	30		
				C2	56,488	67,660	7.3% - 8.1%					25	30		
				Gen Admin	18,879	20,289	8.1% - 8.8%					25	30		
Care Inspectorate	2017-18	35	35	Spec Admin	22,277	23,550			17.0%	5.5%	Standard Civil Service arrangements	25	30	Service by 1 April: less than 1 yr = 25 days; 1 yr = 26 days; 2 years = 27 days; 3 yrs = 28 days; 4 yrs = 29 days; 5 yrs = 30 days. All of the above are then entitled to a further 7 floating days	5
				Lower Officer	24,411	26,294	5.5% - 5.8%					25	30		
				Med Officer	29,428	31,701	5.9% - 6.1%					25	30		
				Higher Officer	34,914	37,609	6.3% - 6.5%					25	30		
				Manager	45,303	48,477	6.7% - 6.9%					25	30		
				DDC Exec	60,027	64,664	8% - 8.3%					25	30		
				1	16,710	18,918	8% - 8.3%					25	30		
				2	19,266	21,807	8.1% - 8.8%					25	30		
				3	21,807	24,105	5.5%					25 plus 7 floating days	30 plus 7 floating days		
				4	23,550	27,057	5.5% - 5.7%					25 plus 7 floating days	30 plus 7 floating days		
Caledonian Maritime Assets Ltd	2017-18	37.5	37.5	5	28,980	33,342		CalMac Pension Fund	30.8%	6.0%	0	25 plus 7 floating days	30 plus 7 floating days	31 days on entry	7
				6	33,342	38,301	5.7% - 6%					25 plus 7 floating days	30 plus 7 floating days		
				7	37,548	43,887	6.1% - 6.4%					25 plus 7 floating days	30 plus 7 floating days		
				8	43,023	49,425	6.5% - 6.9%					25 plus 7 floating days	30 plus 7 floating days		
				CS1	58,425	65,001	6.9% - 7.1%					25 plus 7 floating days	30 plus 7 floating days		
				CS2	65,001	77,004	7.1% - 7.5%					25 plus 7 floating days	30 plus 7 floating days		
				CS3	77,004	85,332	8.2%					25 plus 7 floating days	30 plus 7 floating days		
				Directors	85,332	85,332	8.6%					25 plus 7 floating days	30 plus 7 floating days		
				C2	56,488	67,660	9.1%					25 plus 7 floating days	30 plus 7 floating days		
				Directors	85,332	85,332	9.4%					25 plus 7 floating days	30 plus 7 floating days		
Crown Office & Procurator Fiscal Service	2017-18	37	37	B1	23,617	26,713		Alpha, Nuvo, Premium, Classic plus, Classic	20% to 24.5%	4.6% to 8.05%	0	25 plus 3.5 privilege holidays	30 plus 3.5 privilege holidays	25 on starting - rising to 30 after 4 years of service	11.5
				2	14,485	16,754	5.7% - 6%					25 plus 7 floating days	30 plus 7 floating days		
				3	16,320	18,159	6.1% - 6.4%					25 plus 7 floating days	30 plus 7 floating days		
				4	18,775	21,057	6.5% - 6.9%					25 plus 7 floating days	30 plus 7 floating days		
				5	22,493	25,233	6.9% - 7.1%					25 plus 7 floating days	30 plus 7 floating days		
				6	27,432	30,004	7.1% - 7.5%					25 plus 7 floating days	30 plus 7 floating days		
				7	33,968	38,301	8.2%					25 plus 7 floating days	30 plus 7 floating days		
				8	42,567	49,425	8.6%					25 plus 7 floating days	30 plus 7 floating days		
				9	53,326	65,001	9.1%					25 plus 7 floating days	30 plus 7 floating days		
				10	62,671	77,004	9.4%					25 plus 7 floating days	30 plus 7 floating days		
Creative Scotland	2016-17	36	36	B2	28,033	32,130			26.1%	1.5%, 3.5% for staff appointed from 1 April 2009	0.0%	26	31	26 days on starting rising to 31 days after 10 years of service	11.5
				B3	35,269	42,643	0.0%					26	31		
				C			0.0%					26	31		
				D			0.0%					26	31		
				E			0.0%					26	31		
				F			0.0%					26	31		
				DCEO			-					26	31.0		
Historic Environment Scotland	2017-18	37	37	Band A	16,800	17,914			20.0%	4.6%	Civil Service Pension Scheme	25	30	25 days on starting rising to 30 days after 5 years of service	11.5
				Band B	19,363	22,123	4.6% - 5.45%					25	30		
				Band C	23,400	29,310	5.5%					25	30		
				Band D	30,776	36,124	5.5%					25	30		
				Band E	37,931	43,955	5.5%					25	30		
				Band F	46,153	53,930	5.45% - 7.35%					25	30		
				Band G	56,627	65,708	7.4%					25	30		
				Apprentices	16,400	17,914	4.6%					25	30		

Highlands & Islands Airports Ltd	2016-17	35	40	Details on HIAL web pages					22.0%	6.0% or 7.0%	6 or 7% according to date of joining	28.5	33.5	28.5 days rising to 33.5 after 10 years service	8.0		
Airport Management Services Ltd	2016-17	40	40	Details on HIAL web pages					-	-	Confirmed there is a pension scheme for AMSL staff	20	20	0	8		
Highlands and Islands Enterprise	2017-18	35	35	Grade A	16,608	16,608	16,608	HIE Superannuation Scheme	24.9%	6.0%		30	30	30 days on entry	12		
				Grade B	17,552	19,424	19,424	HIE Superannuation Scheme				30	30				
				Grade C	21,503	24,109	24,109	HIE Superannuation Scheme				30	30				
				Grade D	26,756	30,507	30,507	HIE Superannuation Scheme				30	30				
				Grade E	33,974	39,792	39,792	HIE Superannuation Scheme				30	30				
				Grade F	41,566	49,605	49,605	HIE Superannuation Scheme				30	30				
				Exec 1	52,669	61,977	61,977	HIE Superannuation Scheme				30	30				
				Exec 2	63,981	73,782	73,782	HIE Superannuation Scheme				30	30				
				Director	71,231	87,665	87,665	HIE Superannuation Scheme				30	30				
		0	0	Cleaner	0			HIE Superannuation Scheme			30	30					
Mental Welfare Commission for Scotland	2017-18	37	37	1	17,063	18,272	18,272	NHS	14.9%			5.8%	NHS	25	30	25 days on entry. To qualify for 30 days, staff must have 10 yrs service either at the MWCS or NHS	11.5
				2	20,928	22,272	22,273	NHS				5.8% - 7.3%	NHS	25	30		
				3	25,505	27,573	27,573	NHS				7.3%	NHS	25	30		
				4	33,171	36,857	36,857	NHS				9.5%	NHS	25	30		
				5	35,667	39,630	39,630	NHS				9.5%	NHS	25	30		
				6	40,660	45,178	45,178	NHS				9.5%	NHS	25	30		
				7	49,959	55,510	55,510	NHS				9.5% - 12.7%	NHS	25	30		
				8	62,938	69,931	69,931	NHS				12.7%	NHS	25	30		
National Galleries of Scotland	2017-18	37	42	8	16,550	17,368	16,550		20.0%		dependant on pensionable earnings in month	0.0%		25	30	25 on appointment - rising to 30 after 5 years of service	10.5
				7	17,960	20,740	19,139					0.0%		25	30		
				7A	18,825	21,969	20,234					0.0%		25	30		
				6	22,467	26,623	24,840					0.0%		25	30		
				6A	24,207	29,156	26,533					0.0%		25	30		
				5	26,750	32,538	29,289					0.0%		25	30		
				5A	29,889	36,445	32,744					0.0%		25	30		
				4	33,289	41,000	37,257					0.0%		25	30		
				4A	35,865	45,556	40,643					0		25	30		
				3	41,842	54,016	48,553					0.0%		25	30		
				3A	45,759	59,872	53,066					20.9%, then 22.1% from £45,001		25	30		
SMT	60,290	80,203	70,001		22.1%, then 24.5% from £75,001		25	30									
National Library of Scotland	2017-18	37	0	L	76,133	76,133		Civil Service Pension	24.5%	20.9%	5.5%	7.4%	percentage provided for standard scheme	30.50	35.5	30.5 On starting increasing to 35.5 after 5 years service	6
				K	58,564	58,564		Civil Service Pension	22.1%			percentage provided for standard scheme	30.50	35.5			
				J	45,932	45,932		Civil Service Pension	percentage provided for standard scheme			30.50	35.5				
				I	39,943	39,943		Civil Service Pension	percentage provided for standard scheme			30.50	35.5				
				H	35,036	35,036		Civil Service Pension	percentage provided for standard scheme			30.50	35.5				
				G	30,204	30,204		Civil Service Pension	percentage provided for standard scheme			30.50	35.5				
				F	26,967	26,967		Civil Service Pension	percentage provided for standard scheme			30.50	35.5				
				E	23,866	23,866		Civil Service Pension	percentage provided for standard scheme			30.50	35.5				
				D	22,261	22,261		Civil Service Pension	percentage provided for standard scheme			30.50	35.5				
				C	20,383	20,383		Civil Service Pension	percentage provided for standard scheme			30.50	35.5				
				B	17,933	17,933		Civil Service Pension	percentage provided for standard scheme			30.50	35.5				
A	16,850	16,850		Civil Service Pension	percentage provided for standard scheme	30.50	35.5										
National Museums of Scotland	2017-18	37	37	8	16,950	16,950		Civil Service	20.0%	4.6%	0	28.5	33.5	28.5 days on starting rising to 33.5 days after 5 years of service	8		
				7	17,800	17,800		Civil Service	0	28.5	33.5						
				6	20,607	22,351		Civil Service	4.6% or 5.45%	0	28.5	33.5					
				5	24,320	26,445		Civil Service	0	28.5	33.5						
				4	28,292	30,766		Civil Service	0	28.5	33.5						
				3	33,156	36,054		Civil Service	0	28.5	33.5						
				2	36,739	41,653		Civil Service	0	28.5	33.5						
				1	41,761	47,350		Civil Service	20.9% or 22.1%	0	28.5	33.5					
				D	48,037	54,465		Civil Service	22.1%	5.45% or 7.35%	0	28.5	33.5				
				C	57,244	64,905		Civil Service	7.4%	0	28.5	33.5					
				B	70,941	80,435		Civil Service	22.1% or 24.5%	0	28.5	33.5					
National Park Authorities: Cairngorms National Park Authority (CNPA) Loch Lomond and Trossachs National Park Authority (LLTNPA)	2017-18	NPA 37 (L)	CNPA 37 (LLT)	A	16,320	21,031		PCSPS (CNPA) LG (LLTNPA)	20% (PCSPS) 19.3% (LG)	av 4.6% (PCSPS) 5.5% (LG)	typical employee rate stated - some scheme variations	25	30	CNPA: 25 days on entry increasing annually to a maximum of 30 days after 5 full years of service LLTNPA: 30 days on entry increasing annually to a maximum of 35 days after 5 full years service	11.5 (CNPA) 7 (LLTNPA)		
				A1	16,891	22,541		PCSPS (CNPA) LG (LLTNPA)	19.3% (LG)	5.6% (LG)	typical employee rate stated - some scheme variations	25	30				
				B	21,430	23,663		PCSPS (CNPA) LG (LLTNPA)	av 20 - 20.9% (PCSPS) 19.3% (LG)	av 4.6 - 5.45% (PCSPS) 5.7% (LG)	typical employee rate stated - some scheme variations	25	30				
				B1	22,980	26,536		PCSPS (CNPA) LG (LLTNPA)	19.3% (LG)	5.9% (LG)	typical employee rate stated - some scheme variations	25	30				
				C	24,341	28,475		PCSPS (CNPA) LG (LLTNPA)	20.9% (PCSPS) 19.3% (LG)	5.45% (PCSPS) 6.1% (LG)	typical employee rate stated - some scheme variations	25	30				
				C1	27,116	31,740		PCSPS (CNPA) LG (LLTNPA)	19.3% (LG)	6.4% (LG)	typical employee rate stated - some scheme variations	25	30				
D	28,770	34,633		PCSPS (CNPA) LG (LLTNPA)	20.9% (PCSPS) 19.3% (LG)	av 5.45% (PCSPS) 6.5% (LG)	typical employee rate stated - some scheme variations	25	30								

				E	35,495	42,193		PCSPS (CNPA) LG (LLTNPA)	20.9% (PCSPS) 19.3% (LG)	5.45% (PCSPS) 7.1% (LG)	typical employee rate stated - some scheme variations	25	30			
				F	42,250	50,482		PCSPS (CNPA) LG (LLTNPA)	av 20.9 - 22.1% (PCSPS) 19.3% (LG)	5.45% (PCSPS) 7.5% (LG)	typical employee rate stated - some scheme variations	25	30			
				G	51,492	59,907		PCSPS (CNPA) LG (LLTNPA)	22.9% (PCSPS) 19.3% (LG)	av 7.35% (PCSPS) 8.4% (LG)	typical employee rate stated - some scheme variations	25	30			
Police Investigation & Review Commission	2016-17	37	37	A3				PCSPS	20% - 24.5%	4.8% - 8.05%	Standard Civil Service arrangements	25	30	25 days on starting rising to 30 days after 5 years of service	11.5	
				A4				PCSPS	20% - 24.5%	4.8% - 8.05%	Standard Civil Service arrangements	25	30			
				B1				PCSPS	20% - 24.5%	4.6% - 8.05%	Standard Civil Service arrangements	25	30			
				B2				PCSPS	20% - 24.5%	4.6% - 8.05%	Standard Civil Service arrangements	25	30			
				B3				PCSPS	20% - 24.5%	4.6% - 8.05%	Standard Civil Service arrangements	25	30			
				C1				PCSPS	20% - 24.5%	4.6% - 8.05%	Standard Civil Service arrangements	25	30			
				C2				PCSPS	20% - 24.5%	4.6% - 8.05%	Standard Civil Service arrangements	25	30			
				C3				PCSPS	20% - 24.5%	4.6% - 8.05%	Standard Civil Service arrangements	25	30			
Royal Botanic Garden Edinburgh	2017-18	37	42	A	16,320	17,732	17,732	Alpha, Nuvos,Premium, Classic plus, Classic	20.0%	4.6%		25 days per annum	30 days per annum	25 days on starting rising to 30 days after 5 years of service	11.5	
				B	18,681	19,900	19,900	Alpha, Nuvos,Premium, Classic plus, Classic	20.0%	4.6%		25 days per annum	30 days per annum			
				C	24,005	26,717	26,717	Alpha, Nuvos,Premium, Classic plus, Classic	20.9%	5.5%		25 days per annum	30 days per annum			
				D	28,892	31,364	31,364	Alpha, Nuvos,Premium, Classic plus, Classic	20.9%	5.5%		25 days per annum	30 days per annum			
				E	36,139	40,704	40,704	Alpha, Nuvos,Premium, Classic plus, Classic	20.9%	5.5%		25 days per annum	30 days per annum			
				F	49,044	54,023	54,023	Alpha, Nuvos,Premium, Classic plus, Classic	22.1%	5.45% or 7.35%		25 days per annum	30 days per annum			
				G	58,345	67,480	67,480	Alpha, Nuvos,Premium, Classic plus, Classic	22.1%	7.4%		25 days per annum	30 days per annum			
				H	71,066	78,468	78,468	Alpha, Nuvos,Premium, Classic plus, Classic	22.1% or 24.5%	7.4%		25 days per annum	30 days per annum			
Risk Management Authority	2017-18	37	0	G1	17,054	19,111		PCSPS	16.7%	3.5%	0	25	30	25 days on entry rising to 30 days after 5 years of service	11.5	
				G2	19,129	21,459		PCSPS	16.7%	3.5%	0	25	30			
				G3	21,667	23,976		PCSPS	18.8%	3.5%	0	25	30			
				G4	25,272	28,593		PCSPS	18.8%	3.5%	0	25	30			
				G5	28,758	32,537		PCSPS	18.8%	3.5%	0	25	30			
				G6	34,913	39,502		PCSPS	18.8%	3.5%	0	25	30			
				G7	41,487	46,938		PCSPS	18.8%	3.5%	0	25	30			
				G8	49,029	55,472		PCSPS	18.8%	3.5%	0	25	30			
				G9	56,572	64,007		PCSPS	21.8%	3.5%	0	25	30			
Registers of Scotland	2017-18	37	37	AA	17,150	18,393	0	PCPS	20.0%	4.6%		26	30	26 on starting rising to 1 day for each completed year to 30 after 4 years of service	12	
				AO	19,615	21,877	0	PCPS	20.0%	4.6% or 5.45%	26% pay 4.6%, 74% pay 5.45%	26	30			
				EO	23,715	27,531	0	PCPS	20.3%	5.5%		26	30			
				HEO	28,908	33,658	0	PCPS	20.8%	5.5%		26	30			
				SEO	35,926	42,748	0	PCPS	20.8%	5.5%		26	30			
				Dir	46,931	55,812	0	PCPS	22.1%	5.45% or 7.35%	86% staff pay 5.45%, 34% pay 7.35%	30	30			
				Sen Dir	56,983	63,741	0	PCPS	22.1%	7.4%		30	30			
				BD1	63,741	73,195	0	PCPS	22.1%	7.4%		30	30			
				BD2	63,741	78,922	0	PCPS	22.1% or 24.5%	7.4%		30	30			
				Red				SPF DB scheme (closed)	Scottish Widows	24% for DB closed scheme	DB scheme based on earnings.	DC scheme - Scottish Widows 3% employee 6% employer	25			30
				Orange						24.0%	DB scheme based on earnings.	DC scheme - Scottish Widows 3% employee 6% employer	25			30
				Yellow						24.0%	DB scheme based on earnings.	DC scheme - Scottish Widows 3% employee 6% employer	25			30
				Green						24.0%	DB scheme based on earnings.	DC scheme - Scottish Widows 3% employee 6% employer	25			30
Blue						24.0%	DB scheme based on earnings.	DC scheme - Scottish Widows 3% employee 6% employer	25	30						
Indigo						24.0%	DB scheme based on earnings.	DC scheme - Scottish Widows 3% employee 6% employer	25	30						
Violet						24.0%	DB scheme based on earnings.	DC scheme - Scottish Widows 3% employee 6% employer	25	30						
Pink						24.0%	DB scheme based on earnings.	DC scheme - Scottish Widows 3% employee 6% employer	25	30						
Scottish Criminal Cases Review Commission	2016-17	37.5	42.5	A1				n/a	18.4%	1.5%	-	25	30.0	25 days on starting rising to 30 days after 5 years of service	11.5	
				B1				n/a	18.4%	1.5%	-	25	30.0			
				LO				n/a	18.4%	1.5%	-	25	30.0			
				SLO				n/a	18.4%	1.5%	-	25	30.0			
				Docs				n/a	18.4%	1.5%	-	25	30.0			
Scottish Children's Reporter Administration	2017-18	35	35	A	16,796	17,197		Local Government Pension Scheme	18%	6%	Local Government Pension Scheme	25	30	25 days on starting, rising to 28 days after 5 years of service and 30 days after 10 years. Based on reckonable service	13	
				B	20,447	21,641		Local Government Pension Scheme	18%	5.5% - 5.6%	Local Government Pension Scheme	25	30			
				C	23,008	23,813		Local Government Pension Scheme	18%	5.5% - 5.9%	Local Government Pension Scheme	25	30			
				D	27,135	28,375		Local Government Pension Scheme	18%	5.8% - 6.3%	Local Government Pension Scheme	25	30			
				E1	28,145	28,981		Local Government Pension Scheme	18%	6.2% - 6.3%	Local Government Pension Scheme	25	30			
				E	36,497	39,898		Local Government Pension Scheme	18%	6.5% - 7.1%	Local Government Pension Scheme	25	30			
				F	45,703	49,974		Local Government Pension Scheme	18%	7.1% - 8.0%	Local Government Pension Scheme	25	30			
				G1	51,209	55,719		Local Government Pension Scheme	18%	7.5% - 8.4%	Local Government Pension Scheme	25	30			
				G	59,216	64,664		Local Government Pension Scheme	18%	8.1% - 8.9%	Local Government Pension Scheme	25	30			
		H	72,500	78,051		Local Government Pension Scheme	18%	8.9% - 9.4%	Local Government Pension Scheme	25	30					
				Trainee				0%	0%	0	0	0	0			
				Modern Apprentice				0%	0%	0	0	0	0			
				SGB2	16,949	17,700		Principal Civil Service Pension Scheme	20%	5%	Standard Civil Service arrangements	25	30			

Scottish Courts and Tribunals Service	2017-18	37	42	AO	18,084	20,615		Principal Civil Service Pension Scheme	20%	5%	Standard Civil Service arrangements	25	30	25 days annual leave as minimum, increasing to 30 days after 5 years service.	11.5
				PS	19,150	21,047		Principal Civil Service Pension Scheme	20%	5%	Standard Civil Service arrangements	25	30		
				EO	21,145	26,367		Principal Civil Service Pension Scheme	20.0% to 20.9%	4.6% to 5.45%	Standard Civil Service arrangements	25	30		
				SM3	21,916	22,923		Principal Civil Service Pension Scheme	20%	5%	Standard Civil Service arrangements	25	30		
				HEO	27,775	32,021		Principal Civil Service Pension Scheme	21%	5%	Standard Civil Service arrangements	25	30		
				SEO	34,100	40,289		Principal Civil Service Pension Scheme	21%	5%	Standard Civil Service arrangements	25	30		
				Senior Manager	42,238	56,197		Principal Civil Service Pension Scheme	20.9% to 22.1%	5.45% to 7.35%	Standard Civil Service arrangements	30	30	30 days annual leave from start date.	
				Director	60,629	70,342		Principal Civil Service Pension Scheme	22%	5.45% to 7.35%	Standard Civil Service arrangements	30	30		
Skills Development Scotland	2017-18	35	35	MA	16,950	18,450		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30	30 days on entry	13
				Intern	20,450	22,450		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS2	Becomes SDS3A upon job redesign			Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS3A	23,302	27,256		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS3CD	23,302	27,853		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS4A	28,232	33,990		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS4CD	28,232	34,993		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS5	36,054	43,808		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS6	45,234	53,081		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS7A	53,566	61,407		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS7B	55,775	67,220		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS7C	60,197	73,497		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
				SDS8	76,858	93,084		Local Government Pension Scheme (Scotland)	19.3% for SPF and 23.4% for HCF	Dependent on salary	Up to and including £20,500: 5.50% Above £20,500 and up to £25,000: 7.25% Above £25,000 and up to £34,400: 8.50% Above £34,400 and up to £45,800: 9.50% Above £45,800: 12.00%	30	30		
Scottish Enterprise	2017-18	35	35	10	16,700	19,800	-	Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30	30 days on entry	13
				9	20,768	24,482	-	Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		
				G	22,000	24,000	-	Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		
				8	26,260	32,320	-	Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		
				7	31,310	36,945		Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		
				6	39,060	46,189		Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		

				5	41,612	50,000		Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		
				4	50,450	59,000		Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		
				3	56,048	69,323	-	Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		
				2	77,770	97,500		Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		
				1	111,100	129,446	-	Scottish Enterprise Pension & Life Assurance Scheme	18.0%	6.0%	18% effective 01.04.18 (previously 20%)	30	30		
Scottish Environment Protection Agency	2016-17	35	35	H				Local Government - Falkirk Pension Scheme	19.0%	5.5%	0.0%	28	32	28 days on entry increasing to 32	7
				G				Local Government - Falkirk Pension Scheme	19.0%	5.5%	0.0%	28	32		
				F				Local Government - Falkirk Pension Scheme	19.0%	5.6% to 5.8%	0.0%	28	32		
				E				Local Government - Falkirk Pension Scheme	19.0%	6% to 6.3%	0.0%	28	32		
				D				Local Government - Falkirk Pension Scheme	19.0%	6.4% to 6.8%	0.0%	28	32		
				C				Local Government - Falkirk Pension Scheme	19.0%	7% to 7.5%	0.0%	28	32		
				B				Local Government - Falkirk Pension Scheme	19.0%	7.6% to 8.2%	0.0%	28	32		
				A				Local Government - Falkirk Pension Scheme	19.00%	8.4% to 8.9%	0.0%	28	32		
				Trainee				Local Government - Falkirk Pension Scheme	19.00%	5.8%	0.0%	28	32		
				Chief Officer				Local Government - Falkirk Pension Scheme	19.0%	9.1% to 9.5%	0.0%	28	32		
				Executive Director				Local Government - Falkirk Pension Scheme	19.0%	9.6% to 9.9%	0.0%	28	32		
Scottish Funding Council	2016-17	37	37	A1				Principal Civil Service Pension Scheme - as per rules of scheme	20.0%	4.6%	Principal Civil Service Pension Scheme - as per rules of scheme	26.5	30	26.5 days on entry increasing to 30 days after 5 yrs service	11.5 (includes privilege days+ 0.5 as flexi)
				A2				Principal Civil Service Pension Scheme - as per rules of scheme	20.0%	4.6%	Principal Civil Service Pension Scheme - as per rules of scheme	26.5	30		
				E1				Principal Civil Service Pension Scheme - as per rules of scheme	20.0%	4.6% to 5.45%	Principal Civil Service Pension Scheme - as per rules of scheme	26.5	30		
				E2				Principal Civil Service Pension Scheme - as per rules of scheme	20.9%	4.6% to 5.45%	Principal Civil Service Pension Scheme - as per rules of scheme	26.5	30		
				E3				Principal Civil Service Pension Scheme - as per rules of scheme	20.9%	4.6% to 5.45%	Principal Civil Service Pension Scheme - as per rules of scheme	26.5	30		
				M1				Principal Civil Service Pension Scheme - as per rules of scheme	22.1%	4.60% to 7.35%	Principal Civil Service Pension Scheme - as per rules of scheme	26.5	30		
				M2				Principal Civil Service Pension Scheme - as per rules of scheme	22.1%	4.60% to 7.35%	Principal Civil Service Pension Scheme - as per rules of scheme	26.5	30		
				Director				Principal Civil Service Pension Scheme - as per rules of scheme	24.5%	4.60% to 7.35%	Principal Civil Service Pension Scheme - as per rules of scheme	26.5	30		
Senior Director				Principal Civil Service Pension Scheme - as per rules of scheme	24.5%	4.60% to 8.05%	Principal Civil Service Pension Scheme - as per rules of scheme	26.5	30						
Scottish Government Main Bargaining Unit	2017-18	37	37	A3	17,642	19,982		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30	25 days on entry, 30 after 5 years; the qualifying period for 30 days reduces to 4 years from 1/2/2018	11.5
				A4	20,406	22,659		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30		
				B1	23,617	26,713		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30		
				B2	28,033	32,130		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30		
				BF	27,819	34,388		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30		
				B3	35,269	42,643		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30		
				C1	46,889	55,828		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30		
				C2	56,488	67,660		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30		
				C3	67,761	70,074		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30		
				LT	tbc	tbc		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	25	30		
Marine Scotland off-shore	2017-18	0	0	Seaman 1B	23,323	25,799		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0	0	0
				Seaman 1A / Motorman	23,909	26,805		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0		
				Chief Officer / Deck / Motor	25,067	27,715		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0		
				Cook Steward	25,843	28,570		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0		
				Chief Petty Officer	27,625	29,875		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0		
				Chief Engineer / 2nd Officer	33,171	35,716		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0		
				Chief Officer / 1st Officer (2 Eng Cert) / 1st Officer	37,606	40,817		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0		
				Chief Officer / 1st Officer (Chief Cert) / 1st Officer	41,650	47,493		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0		
				Chief Officer / Safety Supervisor	49,299	57,868		PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0		

				Commanding Officer	53,200	62,602			PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0			
				Engineer Superintendent	60,014	66,091			PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0			
				Marine Superintendent	64,542	69,534			PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0			
				Steward	22,746	24,986			PCPS	16.7% to 24.3%	1.5% to 8.25%	Standard Civil Service arrangements	0	0			
Scottish Legal Aid Board	2017-18	37	N/A	Grade 1 Admin Assistant	16,550	17,740	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33			
				Grade 2 Admin Officer	18,590	20,700	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33			
				Grade 3 Senior Admin Officer	21,100	22,910	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33			
				Grade 4 Team Leader/Specialist	23,190	27,380	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33			
				Grade 5 Snr Team Leader/Snr Specialist	28,410	33,520	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33			
				Grade 6 Assistant Manager/Jr Professional	34,780	41,050	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33		25 on starting rising to 33 after 5 years service	9
				Grade 7 Manager/Professional	42,630	50,300	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33			
				Grade 8 Head Of Function	52,250	61,640	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33			
				Director 1 & 2	63,680	74,300	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33			
				Director 3	74,970	86,770	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33			
Director 4 & 5	78,470	86,770	0			No Fund, therefore no Employers' contribution - see comment	6.0%		25	33							
Scottish Legal Complaints Commission	2016-17	35	35	1						8.0%	from 3%	0	29.5	31.5			
				2						8.0%	from 3%	0	29.5	31.5			
				3						8.0%	from 3%	0	29.5	31.5			
				4						8.0%	from 3%	0	29.5	31.5			
				5						8.0%	from 3%	0	29.5	31.5			
				6						8.0%	from 3%	0	29.5	31.5			
				7						8.0%	from 3%	0	29.5	31.5			
				8						8.0%	from 3%	0	29.5	31.5			
Scottish Natural Heritage	2017-18	37	37	A	17,483	18,000			PCSPC	20.0%	4.6%	0	30	30			
				B	19,950	21,000			PCSPC	20.0%	4.6%	0	30	30			
				C	24,833	27,591			PCSPC	20.9%	5.5%	0	30	30			
				D	29,939	33,265			PCSPC	20.9%	5.5%	0	30	30			
				E	37,271	41,412			PCSPC	20.9%	5.5%	0	30	30			
				F	48,880	54,311			PCSPC	22.1%	5.45% or 7.35%	0	30	30		30 days on entry, as accrued during holiday year.	11.5
				G	60,057	66,729			PCSPC	22.1%	7.4%	0	30	30			
				H	69,834	77,593			PCSPC	22.1 or 24.5%	7.4%	0	30	30			
				0					PCSPC	20.0%	4.6%	0	30	30			
				Cleaner					PCSPC	20.0%	4.6%	0	30	30			
				1						18.2%	5.5%	Based on SPSA Term & Conditions. Staff from other forces will NOT harmonise to this.	-	-			
				2						18.2%	5.5% - 5.9%	Based on SPSA Term & Conditions. Staff from other forces will NOT harmonise to this.	-	-			
				3						18.2%	5.9% - 6.4%	Based on SPSA Term & Conditions. Staff from other forces will NOT harmonise to this.	-	-			
				4						18.2%	6.4% - 7.0%	Based on SPSA Term & Conditions. Staff from other forces will NOT harmonise to this.	-	-			
				5						18.2%	6.9% - 7.8%	Based on SPSA Term & Conditions. Staff from other forces will NOT harmonise to this.	-	-			
				6						18.2%	7.8% - 8.6%	Based on SPSA Term & Conditions. Staff from other forces will NOT harmonise to this.	-	-			
				7						18.2%	8.6% - 9.1%	Based on SPSA Term & Conditions. Staff from other forces will NOT harmonise to this.	-	-			
				8						18.2%	9.1% - 9.6%	Based on SPSA Term & Conditions. Staff from other forces will NOT harmonise to this.	-	-			
				0	0			(DGP) A			0.0%	0.0%		-	-		
				0	0			(GP) A1			0.0%	0.0%		-	-		
				0	0			(NC) 1			0.0%	0.0%		-	-		
				0	0			(TP) GRADE 1			0.0%	0.0%		-	-		
				0	0			(CSP) GS1			0.0%	0.0%		-	-		
				0	0			(NC) 2			0.0%	0.0%		-	-		
				0	0			(GP) B1			0.0%	0.0%		-	-		
				0	0			(NC) 3			0.0%	0.0%		-	-		
				0	0			(CSP) GS2			0.0%	0.0%		-	-		
				0	0			(TP) GRADE 2			0.0%	0.0%		-	-		
				0	0			(FC) PSG 2			0.0%	0.0%		-	-		
				0	0			(DGP) B			0.0%	0.0%		-	-		
				0	0			(LBP) LBP 2			0.0%	0.0%		-	-		
				0	0			(STR) BAND A			0.0%	0.0%		-	-		
				0	0			SPA BAND A			0.0%	0.0%		24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0			(NC) 4			0.0%	0.0%		-	-						
0	0			(CSP) GS3			0.0%	0.0%		-	-						
0	0			(TP) GRADE 3			0.0%	0.0%		-	-						
0	0			(CSP) TE1			0.0%	0.0%		-	-						
0	0			(GP) B2			0.0%	0.0%		-	-						
0	0			(DGP) C			0.0%	0.0%		-	-						

Scottish Police Authority

2016-17

0	0	(STR) BAND B				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND B				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(TP) GRADE 4				0.0%	0.0%	0.0%	-	-	-	-
0	0	(FC) PSG 4				0.0%	0.0%	0.0%	-	-	-	-
0	0	(LBP) LBP 3				0.0%	0.0%	0.0%	-	-	-	-
0	0	(NC) 5				0.0%	0.0%	0.0%	-	-	-	-
0	0	(DGP) D				0.0%	0.0%	0.0%	-	-	-	-
0	0	(STR) BAND C				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND C				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(CSP) AP2				0.0%	0.0%	0.0%	-	-	-	-
0	0	(GP) B3				0.0%	0.0%	0.0%	-	-	-	-
0	0	(TP) GRADE 5				0.0%	0.0%	0.0%	-	-	-	-
0	0	(FC) PSG 5				0.0%	0.0%	0.0%	-	-	-	-
0	0	(NC) 6				0.0%	0.0%	0.0%	-	-	-	-
0	0	(CSP) TE3				0.0%	0.0%	0.0%	-	-	-	-
0	0	(DGP) E				0.0%	0.0%	0.0%	-	-	-	-
0	0	(STR) BAND D				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND D				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(FC) PSG 6				0.0%	0.0%	0.0%	-	-	-	-
0	0	(CSP) AP3				0.0%	0.0%	0.0%	-	-	-	-
0	0	(GP) C1				0.0%	0.0%	0.0%	-	-	-	-
0	0	(TP) GRADE 6				0.0%	0.0%	0.0%	-	-	-	-
0	0	(LBP) LBP 4				0.0%	0.0%	0.0%	-	-	-	-
0	0	(NC) 7				0.0%	0.0%	0.0%	-	-	-	-
0	0	(FC) PSG 7				0.0%	0.0%	0.0%	-	-	-	-
0	0	(DGP) F				0.0%	0.0%	0.0%	-	-	-	-
0	0	(CSP) AP4				0.0%	0.0%	0.0%	-	-	-	-
0	0	(CSP) TE4				0.0%	0.0%	0.0%	-	-	-	-
0	0	(TP) GRADE 7				0.0%	0.0%	0.0%	-	-	-	-
0	0	(STR) BAND E				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND E				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(GP) C2				0.0%	0.0%	0.0%	-	-	-	-
0	0	(LBP) LBP 5				0.0%	0.0%	0.0%	-	-	-	-
0	0	(NC) 8				0.0%	0.0%	0.0%	-	-	-	-
0	0	(FC) PSG 8				0.0%	0.0%	0.0%	-	-	-	-
0	0	(DGP) G				0.0%	0.0%	0.0%	-	-	-	-
0	0	(CSP) AP5				0.0%	0.0%	0.0%	-	-	-	-
0	0	(CSP) TE5				0.0%	0.0%	0.0%	-	-	-	-
0	0	(TP) GRADE 8				0.0%	0.0%	0.0%	-	-	-	-
0	0	(STR) BAND F				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND F				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(FC) PSG 9				0.0%	0.0%	0.0%	-	-	-	-
0	0	(DGP) H				0.0%	0.0%	0.0%	-	-	-	-
0	0	(GP) C3				0.0%	0.0%	0.0%	-	-	-	-
0	0	(TP) GRADE 9				0.0%	0.0%	0.0%	-	-	-	-
0	0	(CSP) PO1				0.0%	0.0%	0.0%	-	-	-	-
0	0	(FC) PSG 10				0.0%	0.0%	0.0%	-	-	-	-
0	0	(LBP) LBP 6				0.0%	0.0%	0.0%	-	-	-	-
0	0	(STR) BAND G				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND G				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(FC) PSG 11				0.0%	0.0%	0.0%	-	-	-	-
0	0	(TP) GRADE 10				0.0%	0.0%	0.0%	-	-	-	-
0	0	(GP) C4				0.0%	0.0%	0.0%	-	-	-	-
0	0	(DGP) J				0.0%	0.0%	0.0%	-	-	-	-
0	0	(STR) BAND H				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND H				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(FC) PSG 12				0.0%	0.0%	0.0%	-	-	-	-
0	0	(NC) 11				0.0%	0.0%	0.0%	-	-	-	-
0	0	(LBP) LBP 7				0.0%	0.0%	0.0%	-	-	-	-
0	0	(TP) GRADE 11				0.0%	0.0%	0.0%	-	-	-	-
0	0	(FC) PSG 13				0.0%	0.0%	0.0%	-	-	-	-
0	0	(GP) D1				0.0%	0.0%	0.0%	-	-	-	-
0	0	(STR) BAND I				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND I				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(NC) 12				0.0%	0.0%	0.0%	-	-	-	-
0	0	(DGP) L				0.0%	0.0%	0.0%	-	-	-	-
0	0	(LBP) LBP 8				0.0%	0.0%	0.0%	-	-	-	-
0	0	(FC) PSG 14				0.0%	0.0%	0.0%	-	-	-	-
0	0	(STR) BAND J				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND J				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(CSP) PO5				0.0%	0.0%	0.0%	-	-	-	-
0	0	(TP) GRADE 13				0.0%	0.0%	0.0%	-	-	-	-
0	0	(STR) BAND K				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND K				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(LBP) LBP 9				0.0%	0.0%	0.0%	-	-	-	-
0	0	(CSP) PO6				0.0%	0.0%	0.0%	-	-	-	-
0	0	(GP) E1				0.0%	0.0%	0.0%	-	-	-	-
0	0	(CSP) PO7				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA BAND L				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	SPA BAND M				0.0%	0.0%	0.0%	24	32	24 on starting - rising to 29 after 3 years of service and 32 after 5 years of service on SPSA Terms & Conditions	8
0	0	(SPSA) UNKNOWN				0.0%	0.0%	0.0%	-	-	-	-
0	0	SPA DIR				0.0%	0.0%	0.0%	-	-	-	-
0	0	(SPSA) EXECUTIVE GRA				0.0%	0.0%	0.0%	-	-	-	-

Scottish Prison Service

2017-18

37	42 (non ops only)	B	16,711	18,321	20%	4.60%	Eee contribution depends on scheme	34	42	34 days on entry increasing to 42 days after 5 years	0
		C	18,321	22,692	20%	4.60%	Eee contribution depends on scheme	34	42		
		D	22,878	29,472	21%	5.50%	Eee contribution depends on scheme	34	42		
		E	27,254	35,122	21%	5.50%	Eee contribution depends on scheme	34	42		
		F	33,437	42,099	21%	5.50%	Eee contribution depends on scheme	37	42		
		G	41,472	49,556	21%	5.50%	Eee contribution depends on scheme	37	42		
		H	51,334	59,598	22%	7.40%	Eee contribution depends on scheme	37	42		

sportsotland	2016-17	37	37	1	63,410	71,926		Strathclyde Pension Fund - LGPS scheme	19.3%	5.5% - 5.6%	Employers cont'bn is 19.3% for all Employees in the Pension scheme (Strathclyde Pension Fund - LGPS scheme) Employee cont'bn depends on earnings and are in addition to the employers contribution	29	34	29 days on starting rising to 34 days after 10 years of service	6.5
				2				Strathclyde Pension Fund - LGPS scheme	19.3%	5.6% - 6%	Employers cont'bn is 19.3% for all Employees in the Pension scheme (Strathclyde Pension Fund - LGPS scheme) Employee cont'bn depends on earnings and are in addition to the employers contribution	29	34		
				3				Strathclyde Pension Fund - LGPS scheme	19.3%	6% - 6.4%	Employers cont'bn is 19.3% for all Employees in the Pension scheme (Strathclyde Pension Fund - LGPS scheme) Employee cont'bn depends on earnings and are in addition to the employers contribution	29	34		
				4				Strathclyde Pension Fund - LGPS scheme	19.3%	6.5% - 7%	Employers cont'bn is 19.3% for all Employees in the Pension scheme (Strathclyde Pension Fund - LGPS scheme) Employee cont'bn depends on earnings and are in addition to the employers contribution	29	34		
				5				Strathclyde Pension Fund - LGPS scheme	19.3%	7.1% - 7.7%	Employers cont'bn is 19.3% for all Employees in the Pension scheme (Strathclyde Pension Fund - LGPS scheme) Employee cont'bn depends on earnings and are in addition to the employers contribution	29	34		
				6				Strathclyde Pension Fund - LGPS scheme	19.3%	8.1% - 8.6%	Employers cont'bn is 19.3% for all Employees in the Pension scheme (Strathclyde Pension Fund - LGPS scheme) Employee cont'bn depends on earnings and are in addition to the employers contribution	29	34		
				7				Strathclyde Pension Fund - LGPS scheme	19.3%	9.1% - 9.5%	Employers cont'bn is 19.3% for all Employees in the Pension scheme (Strathclyde Pension Fund - LGPS scheme) Employee cont'bn depends on earnings and are in addition to the employers contribution	29	34		
Scottish Qualifications Authority	2017-18	35	40	1	16,550	16,550	16,550	Local Government Pension Scheme	19.3%	5.5%	Membership of LGPS (Strathclyde Pension Fund) - tiered employee contribution rate - employer contribution rate of 19.3%	0	27	28 days after 5 years' service	14
				3	17,012	18,697	18,697	Local Government Pension Scheme	19.3%	5.5%	Membership of LGPS (Strathclyde Pension Fund) - tiered employee contribution rate - employer contribution rate of 19.3%	0	27		
				4	19,274	21,289	21,289	Local Government Pension Scheme	19.3%	5.5%	Membership of LGPS (Strathclyde Pension Fund) - tiered employee contribution rate - employer contribution rate of 19.3%	0	27		
				5	22,665	24,971	24,971	Local Government Pension Scheme	19.3%	5.7 - 5.8%	Membership of LGPS (Strathclyde Pension Fund) - tiered employee contribution rate - employer contribution rate of 19.3%	0	27		
				6	27,646	31,949	31,949	Local Government Pension Scheme	19.3%	6.0 - 6.4%	Membership of LGPS (Strathclyde Pension Fund) - tiered employee contribution rate - employer contribution rate of 19.3%	0	27		
				7	33,721	38,928	38,928	Local Government Pension Scheme	19.3%	6.5 - 6.9%	Membership of LGPS (Strathclyde Pension Fund) - tiered employee contribution rate - employer contribution rate of 19.3%	0	27		
				8	40,341	45,450	44,511	Local Government Pension Scheme	19.3%	7.0 - 7.2%	Membership of LGPS (Strathclyde Pension Fund) - tiered employee contribution rate - employer contribution rate of 19.3%	0	27		
				Head Of Service	50,662	58,547	57,443	Local Government Pension Scheme	19.3%	7.9 - 8.2%	Membership of LGPS (Strathclyde Pension Fund) - tiered employee contribution rate - employer contribution rate of 19.3%	0	27		
Director	76,350	100,277	100,277	Local Government Pension Scheme	19.3%	9.1 - 9.8%	Membership of LGPS (Strathclyde Pension Fund) - tiered employee contribution rate - employer contribution rate of 19.3%	0	27						
Scottish Social Services Council	2017-18	35	35	F11	16,710	18,918		Local Government Pension Scheme	17% for all staff	5.5%	These rates are applied to actual salary rather than full time equivalent salary eg. Part time employee on grade C4 will be paying a different rate to someone full time on C4.	25	30	25 days on starting rising to 30 days after 5 years of service	13
				F10	19,266	21,807		Local Government Pension Scheme	17% for all staff	5.5%	5.5%	25	30		
				E9	21,807	24,105		Local Government Pension Scheme	17% for all staff	5.5% - 5.7%	5.5 up to 21,305 5.6 up to 22,840 5.7 up to 24,150	25	30		
				E8	23,550	27,057		Local Government Pension Scheme	17% for all staff	5.7% - 6.0%	5.7 up to 24,150 5.8 up to 25,603 5.9 up to 26,607 6.0 up to 27,693	25	30		
				D7	28,980	33,342		Local Government Pension Scheme	17% for all staff	6.2% - 6.5%	6.1 up to 28,872 6.2 up to 30,155 6.3 up to 31,558 6.4 up to 33,097 6.5 up to 34,742	25	30		
				D6	33,342	38,301		Local Government Pension Scheme	17% for all staff	6.5% - 6.8%	6.5 up to 34,762 6.6 up to 35,982 6.7 up to 37,290 6.8 up to 38,698	25	30		
				C5	37,548	43,887		Local Government Pension Scheme	17% for all staff	6.8% - 7.2%	6.8 up to 38,698 6.9 up to 40,215 7.0 up to 41,857 7.1 up to 43,638 7.2 up to 45,577	25	30		
				C4	43,023	49,425		Local Government Pension Scheme	17% for all staff	7.1% - 7.6%	7.1 up to 43,638 7.2 up to 45,577 7.3 up to 46,946 7.4 up to 47,978 7.5 up to 49,056 7.6 up to 50,183	25	30		

Non-pay benefits by organisation

Status	Public Body	Sick Leave	Paternity Leave	Maternity Leave	Shared Paternal Leave	Adoption Leave	Non-pay benefits
2016-17	Architecture and Design Scotland	Six months full pay followed by six months half pay subject to a maximum of 12 months sick pay in a rolling 4 year period.	Two weeks full pay Paternity Leave increasing by two weeks to four weeks full pay which will take effect where the expected date of birth or placement of adoption is on or after 1 January 2017. Option of shared parental leave.	26 weeks ordinary maternity leave (full paid) + 26 weeks additional maternity leave (13 weeks statutory pay + 13 weeks unpaid). This is increasing to 27 weeks ordinary maternity leave (full paid) + 25 weeks additional maternity leave (12 weeks statutory pay + 13 weeks unpaid). This will take effect where the expected date of birth is on or after 1 January 2017	Option of shared parental leave (instead of Maternity Leave) of 24 weeks ordinary paternity leave (full paid) + 26 weeks additional paternity leave (13 weeks statutory pay + 13 weeks unpaid).	26 weeks ordinary adoption leave (full paid) + 26 weeks additional adoption leave (13 weeks statutory pay + 13 weeks unpaid). This is increasing to 27 weeks ordinary adoption leave (full paid) + 25 weeks additional adoption leave (12 weeks statutory pay + 13 weeks unpaid). This will take effect where the placement of adoption is on or after 1 January 2017	Childcare vouchers, Cycle to Work Salary Sacrifice scheme, Flexi system, advances for season tickets, Employee Assistance Programme.
2016-17	Bòrd na Gàidhlig	Less than One years service - 5 weeks full pay and 5 weeks half pay. One years service but less than two - 9 weeks full pay and 9 weeks half pay. Two years service but less than three - 18 weeks fully pay and 18 weeks half pay. Three years service but less than five- 22 weeks full pay and 22 weeks half pay. Five or more years service - 26 weeks full pay and 26 weeks half pay.	Paid paternity leave is 4 weeks	27 weeks full pay followed by 13 weeks at Statutory Maternity Pay and a further 13 weeks unpaid.		Statutory	Cycle to Work scheme Employee Assistance Scheme Additional annual leave of 5 days after 5 years' service
2016-17	Children' Hearings Scotland	From 5 weeks service, up to 26 weeks full pay and 26 weeks half pay after 5 years continuous service	After 26 weeks service, 2 weeks paid leave	After 26 weeks service, 20 weeks at half pay in addition to SMP		After 26 weeks service, 20 weeks at half pay in addition to SAP	Flexible working - range of opportunities for different ways of working to support work/life commitments; Flexi time - up to 2 days per month; Salary sacrifice schemes - child care vouchers, cycle to work & season ticket loan.
2016-17	Care Inspectorate	less than 26 weeks service SSP only 26 wks or more but less than 1 yr 5 wks full pay 5 wks half pay 1 yr but less than 2 yrs 9 wks full pay 9 wks half pay 2yrs but less than 3 yrs 18 wks full pay 18 wks half pay 3yrs but less than 5 years 22 wks full pay 22 wks half pay 5 yrs and over 26 wks full pay 26 weeks half pay	For employees with 26 wks continous service by 15th week before the expected date of birth - 1 week at normal full rate of pay and second week at SPP	For employees with 26 wks continous service by 14th week before the expected date of birth - 6 weeks at 90% of pay plus 33 weeks SMP. For Employees with 1 year's continuous service by beginning of 14th week before the expected week of childbirth - 6 weeks at 90% of pay, 12 weeks 50% Occupational Maternity Pay plus SMP and the remaining 21 weeks at SMP.	Shared Parental Leave - available to all eligible employees whose babies were due on or after 5 April 2015. Mother must have 26 weeks continuous weeks service by end of the 15th week and before the expected week of childbirth and remain in continuous employment with us until the week before any period of shared parental leave. Partners need to be employed or been self employed in at least 26 of the 66 weeks immediately preceding the expected week of childbirth.	For employees with 26 wks continous service by 14th week before the expected date of birth - 6 weeks at 90% of pay plus 33 weeks SAP. For Employees with 1 year's continuous service by beginning of 14th week before the expected week of childbirth - 6 weeks at 90% of pay, 12 weeks 50% Occupational Maternity Pay plus SAP and the remaining 21 weeks at SAP.	Help - employee assistance programme, Employees can join Westfield Health - receive health assistance through salary sacrifice, Car Lease scheme available, Flexible working & Flexi system, Childcare voucher scheme, Cycle to Work scheme, Gym/Leisure Centre Corporate Membership deals.
	Community Justice Scotland						
2014-15	Caledonian Maritime Assets Ltd	Six months full pay six months half pay	Statutory paternity pay (up to two weeks full pay)	26 weeks full pay followed by 13 weeks statutory maternity pay followed by 13 weeks unpaid leave	statutory leave	As Maternity pay	Childcare voucher scheme. Staff in all grades eligible to participate in private health cover scheme. Free ferry travel for staff, partners and children on Clyde and Hebridean Ferry services.
2017-18	Crown Office and Procurator Fiscal Service	6 months full pay followed by 6 months 1/2 pay	20 days paid leave after 26 weeks continuous service by 15th week before EWC, plus additional leave determined under Shared Parental Leave.	26 weeks full pay + 13 weeks SMP + 13 weeks unpaid for staff with 12 months paid service, statutory payments /leave for staff with less than 12 months service	See comments under paternity leave.	26 weeks full pay + 13 weeks SMP + 13 weeks unpaid for staff with 12 months paid service, statutory payments /leave for staff with less than 12 months service	Season ticket advances, special leave, career breaks, employee advice service, childcare vouchers, Flexi system, occupational health, additional 5 days annual leave after 4 years service, payment towards VDU element of spectacles
2014-15	Creative Scotland	Employees are entitled to Company Sick Pay which is inclusive of SSP entitlement. First six months (probationary period) - no entitlement to company sick pay. Beyond probationary period -1 months full pay. Between one and two years continuous service - 3 months full pay and 3 months half pay. Between two and three years continuous service - 4 months full pay and 4 months half pay. Over three years continuous service - 6 months full pay and 6 months half pay.	Staff who have less than 26 weeks service leading into the 15th week before the Expected Week of Childbirth (EWC), will be entitled to 1 week full pay (inclusive of Statutory Paternity Pay) and 1 week of Statutory Paternity Pay for their second week of paternity leave. Staff who have 26 weeks of service or more leading into the 15th week before the EWC will be entitled to 2 weeks full pay.	Pregnant employees who have been in continuous employment with Creative Scotland for 52 weeks by the 15th week before the EWC, will be entitled to Creative Scotland Maternity Pay which equates to 26 weeks full pay inclusive of Statutory Maternity Pay. They are also entitled to statutory maternity pay for a further 13 weeks of any additional maternity leave that they take. No pay will be received for the remaining 13 weeks of additional maternity leave.		If you have completed more than 1 years' service at the week in which you were notified of having been matched with a child for adoption, you will qualify for Creative Scotland's Adoption Pay of 26 weeks basic salary inclusive of Statutory Adoption Pay. They are also entitled to statutory adoption pay for a further 13 weeks of any additional adoption leave that they take. No pay will be received for the remaining 13 weeks of additional adoption leave.	Childcare Vouchers, Staff Travel Loans, Flexible Working, Flexi-time available to Grades A to C.

Employer's pension contribution on increased to 30.8%. Employee's contribution remains at 6%; No changes to scheme benefits

2016-17	Historic Environment Scotland	16 week qualifying period for sick pay for new employees; then 26 weeks full pay, 26 weeks half pay	2 weeks. One additional week paid leave (to be implemented wef April 2017 however to be given flexibility and delegated authority to implement earlier if necessary)	26 weeks full pay, remaining 13 weeks at SMP. One additional week paid leave (to be implemented wef April 2017 however to be given flexibility and delegated authority to implement earlier if necessary)	26 weeks full paid (incl. 2 weeks obligatory Mat Leave), remaining 13 weeks at SShPP to employees who meet certain qualifying conditions	26 weeks paid - statutory adoption pay paid for up to 39 weeks to employees who meet certain qualifying conditions and 26 weeks unpaid. One additional week paid leave (to be implemented wef April 2017 however to be given flexibility and delegated authority to implement earlier if necessary)	Season ticket advances, interest free loan scheme, 20% discount in HS shops, free entry to HS, CADW & English Heritage sites, childcare voucher scheme, Flexi system - work will commence on reviewing the Flexi System. This will not remove the benefit but reconsider the carry-over, etc.
2015-16	Highlands and Islands Airport Limited	Subject to your providing satisfactory medical evidence, sick leave on full pay for 6 months during any 12 month period. Subsequently, subject to satisfactory medical evidence, sick leave on half-pay for 6 months, such pay to include the amount of statutory sick pay to which may be entitled. Maximum total paid sick leave would be 12 months in any rolling 4 year period of effective service subject to satisfactory medical documentation.	Paternity Leave - 2 weeks basic pay after 26 weeks continuous service. The employed parents (including adoptive parents) of a child under the age of 18 each have the legal right to take up to 18 weeks unpaid parental leave until the child's 18th birthday.	12 weeks full pay, 12 weeks half pay and 15 weeks statutory pay, 13 weeks unpaid after one year's continuous service.	Shared Parental Leave -The mother of the new child, or the primary adopter, now has the option to end their maternity/adoption leave or pay early. Then (if both parties meet the eligibility criteria) they and their partner can take the remaining time as Shared Parental Leave . The employee must have a minimum of 26 weeks' service at the end of the 15th week before the child's expected due date/matching date: (SHPL), deciding between them how much of the leave they will take. They may also be eligible for Shared Parental Pay (SHPP).	Employees with at least one year's continuous service at the date of notification of matching for adoption will qualify for twelve weeks full pay, twelve weeks on half pay followed by 15 weeks Statutory Adoption Pay (SAP) at the rate set down by the Government. The remaining 13 week period will be unpaid.	Employee Assistance Scheme Cycle to Work Scheme Salary sacrifice scheme Optician Fees: Will pay for VDU-related eye wear and tests to value of £100; Flexible working policy (applicable after 6 months continuous service) Special leave: Allowances of full pay entitlement for a variety of situations Charity: Option to donate to charity through payroll (Give as you Earn - GAYE) Occupational Health service Designated users receive a taxable benefit car allowance. Mileage reclaimable at 15p per mile for scheme members (others 40p for first 10,000 miles and 25p thereafter). Peoples Pension 1% employee contribution. 2 % employer contribution Deductions automatic – must opt out if wish not to join Option to increase contributions after 6 months or to join Highlands and Islands Pension Scheme.
2015-16	Highlands and Islands Airports Limited - AMSL	Subject to your providing satisfactory medical evidence, sick leave on full pay for 6 months during any 12 month period. Subsequently, subject to satisfactory medical evidence, sick leave on half-pay for 6 months, such pay to include the amount of statutory sick pay to which may be entitled.	Paternity Leave Employees with more than 26 weeks continuous service will qualify for: 2 weeks Statutory Paternity Pay	Employees with more than 26 weeks, continuous service will qualify for: 39 weeks SMP; followed by 13 weeks unpaid leave.	Shared Parental Leave - The mother of the new child, or the primary adopter, now has the option to end their maternity/adoption leave or pay early. Then (if both parties meet the eligibility criteria) they and their partner can take the remaining time as Shared Parental Leave . The employee must have a minimum of 26 weeks' service at the end of the 15th week before the child's expected due date/matching date: (SHPL), deciding between them how much of the leave they will take. They may also be eligible for Shared Parental Pay (SHPP).	Eligible employees (i.e. those with more than 26 weeks continuous service with the Company) with average weekly earnings equal to or greater than the current lower earnings limit will qualify for 12 weeks full pay, 12 weeks on half pay followed by 15 weeks Statutory Adoption Pay (SAP) at the rate set down by the Government. The remaining 13 week period will be unpaid.	Childcare voucher scheme Optician Fees: Will pay for VDU-related eye wear and tests to value of £100; Cycle to work: Salary sacrifice scheme Flexible working policy (applicable after 6 months continuous service) Special leave: Generous allowances of full pay entitlement for a variety of situations Charity: Option to donate to charity through payroll (Give as you Earn - GAYE) Occupational Health service Designated users receive a taxable benefit car allowance. Mileage reclaimable at 15p per mile for scheme members (others 40p for first 10,000 miles and 25p thereafter). Peoples Pension 1% employee contribution. 2 % employer contribution Deductions automatic – must opt out if wish not to join Option to increase contributions after 6 months or to join Highlands and Islands Pension Scheme.
2018-19	Highlands & Islands Enterprise	Six months full pay followed by six months half pay (dependent on length of service)	2 Weeks Paid	27 weeks full pay, 12 weeks statutory pay & 13 weeks unpaid	27 weeks full pay, 12 weeks statutory pay & 13 weeks unpaid	27 weeks full pay, 12 weeks statutory pay & 13 weeks unpaid	Cycle to work scheme, contribution towards approved FE, Gym membership contribution, Spectacle allowance (VDU use only), Employee assistance programme, Special leave, Childcare voucher scheme, Flexible working policy, Volunteering policy, Carers support.
2018-19	Independent Living Fund Scotland	SSP - up to 26 weeks, 26 weeks-1 year service - 5 weeks, 1 years-2 years service - 13 weeks, over 3 years up to 5 years service- 22 weeks, Over 5 years service - 26 weeks	6 weeks paid leave/ no qualifying period	26 weeks full pay, 13 weeks SMP, 13 weeks - unpaid/ no qualifying period	26 weeks full pay, 13 weeks SMP, 13 weeks - unpaid/	26 weeks full pay, 13 weeks SMP, 13 weeks - unpaid, no qualifying period	Flexible Working, Childcare Vouchers, Subsidised gym membership, 30% vodafone discount, employee assist programme, cycle to work scheme, tech scheme
2015-16	Mental Welfare Commission for Scotland	6m Full Pay, 6m half pay	Statutory	6 months full pay followed by 3 months statutory pay then 3 months unpaid		6 months full pay followed by 3 months statutory pay then 3 months unpaid	Season Ticket loan, childcare vouchers, Flexi, cycle to work scheme, Employee assistance programme and Employee Savings scheme (shopping/ leisure)
2015-16	National Galleries of Scotland	• Up to 6 months full pay followed by 6 months half pay	• 2 weeks at full pay	• 6 months full pay followed by 3 months statutory pay then 3 months unpaid.	Shared Parental Leave - statutory pay.	• 6 months full pay followed by 3 months statutory pay then 3 months unpaid	• Season ticket loans • Discounts in NGS shops and cafes • Bike scheme • Childcare voucher scheme • Flexible working policy.
2015-16	National Library of Scotland	six months full pay and six months half pay	two weeks full pay	26 weeks full pay and 13 weeks SMP	Where staff qualify, the employed mother can switch part of her statutory maternity leave and pay into shared paernatal leave and shared parental pay with the other parent. The entitlement for shared patental pay where eligible for the other parent will mirror those that would be payable to the birth mother or primary carer in relation to maternity or adoption pay	26 weeks full pay and 13 weeks SAP	flexible working- up to 2 days in each 4 week period, childcare vouchers, bike to work scheme, season ticket advances & purchase of additional annual leave
2017-18	National Museums Scotland	28 weeks @ SSP 6 months full pay+6 months half pay	2 weeks full pay Up to 26 weeks Additional Paternity Leave as per statutory rights	26 weeks ordinary+ 26 weeks additional of which 18 weeks full pay and 21 @SMP, subject to continuous service of one year	Available	26 weeks ordinary +26 weeks additional of which 18 weeks full pay and 21 @SMP, subject to continuous service of one year.	Season ticket advances; free entry to NMS exhibitions. Discounted / free entry to other visitor attractions; staff discount scheme, Childcare voucher scheme, Flexi system for grades 1-6, lifestyle screening, EAP, special leave, FE sponsorship.
2015-16	National Park Authorities	Less than 26 weeks service SSP only. 26 weeks or more but less than 1 yr 5 wks full pay 5 wks half pay. 1 yr but less than 2 yrs 9 wks full pay 9 wks half pay. 2 yrs but less than 3 yrs 18 wks full pay 18 wks half pay. 3 yrs but less than 5 yrs 22 wks full pay 22 wks half pay. 5 yrs and over 26 full pay 26 wks half pay.	For qualifying employees, leave with full pay (inclusive of SPP) for two weeks of ordinary paternity leave.	LLTNPA - 6 weeks at 9/10ths average weekly earnings + 12 weeks at 5/10ths (OMP) in addition to SMP at lower rate. 21 weeks at SMP only. CNPA - 26 weeks full pay + 13 weeks SMP	LLTNPA - 12 weeks 5/10ths in addition to SAP at lower rate + 27 weeks SAP. CNPA - 26 weeks full pay 13 weeks SAP	LLTNPA - 12 weeks 5/10ths in addition to SAP at lower rate + 27 weeks SAP. CNPA - 26 weeks full pay 13 weeks SAP	Cycle to work scheme: childcare vouchers; EAP, Flexi; Payroll Giving (CNPA and LLTNPA). In addition LLTNPA offer interest free loans for the purpose of rail travel and further education fees.
2016-17	Police Investigation & Review Commission	6 months full pay followed by 6 months half pay subject to a maximum of 12 months sick pay in a rolling 4 year period	Two weeks full pay	Full pay for 26 weeks ordinary maternity leave plus 26 weeks additional maternity leave (13 weeks statutory pay + 13 weeks unpaid)	Option available	Full pay for 26 weeks ordinary maternity leave plus 26 weeks additional maternity leave (13 weeks statutory pay + 13 weeks unpaid)	Childcare voucher scheme Flexi system Salary Sacrifice scheme Cycle to work Advances for season tickets, EAP
2014-15	Royal Botanic Garden Edinburgh	26 weeks full pay, 26 weeks half pay	Depending on length of continuous service 2 weeks at SSP rate, with pay enhanced to 100% of normal salary	26 weeks at full pay followed by 13 weeks at SMP	Depending on length of continuous service 1 year (26 weeks OAL, 26 weeks AAL) paid at statutory rates	As per maternity	Season ticket advances, childcare vouchers and cycle to work schemes, Flexi system. Employee Discount Scheme.
2014-15	Risk Management Authority	6 Months Full + 6 Months Half	2 Weeks full pay	52 weeks maternity leave allowable of which 39 weeks full pay and zero pay for balance		52 weeks adoption leave allowable of which 39 weeks full pay and zero pay for balance	Flexible Working; Cycle to Work Scheme

Civil Service pensions - Standard arrangements

2018-19	Registers of Scotland	Occupational Sick Pay (OSP) at full pay for 6 months and 6 months on half pay, calculated over a 12 month period. The 12 month period is subject to an overriding maximum of 365 days OSP allowance in any 4 year period. After exhausting the maximum 365 days OSP any further absences will be at no pay.	4 weeks paid 26 weeks' continuous service by the end of the 15th week before the week in which the child is expected	52 weeks paid 1 years' continuous service with RoS and/or the Civil Service and have earned, on average, at least as much as the lower earnings limit for National Insurance in the 8 week period ending with the end of the 15th week before the Expected Week of Childbirth	Paid shared parental leave	52 weeks paid	Season Ticket advances, bicycle advance, corporate memberships for leisure facilities, eye care programme, on-site massage facilities, Childcare voucher scheme, Flexi system, Cycle to Work, Social Events Group, payroll giving, Voluntary Healthshield - H S A - schemes, Employee Assistance Programme, Employee Discount Scheme, special leave, bus tickets for local work related travel, career break, community benefit group, financial wellbeing sessions, lifestyle health check, holiday buy/sell, discounts on hotel stays/mobile phone packages/home technology and a Golf Club
2014-15	Scottish Canals	Staggered depending on length of service, up to 6 months full pay, 6 months half pay with over 5 years service	More than 26 weeks but less than one year's continuous service SPP will be paid at the lesser of the weekly rate for SPP or 90% of normal weekly earning. Over 1 years service first week paid at the rate of Total Annual Salary, second week paid at the lesser of the weekly rate for SPP or 90% of normal weekly earnings	More than 26 weeks but less than one year the employee will be paid 90% of the "earnings-related rate" for the first 6 weeks then 33 weeks at the lower of the earnings-related rate or the standard weekly rate of SMP. Over 1 year service - 6 week full pay 6 weeks half pay, 37 weeks SMP	Shared Parental leave entitlement is in line with statutory requirements.	More than 26 weeks but less than one year the employee will be paid 90% of the "earnings-related rate" for the first 6 weeks then 33 weeks at the lower of the earnings-related rate or the standard weekly rate of SAP. Over 1 year service - 6 weeks full pay 6 weeks half pay, 37 weeks SAP	Childcare vouchers, Access to training £150 per employee, CPD budget, Assistance for glasses costs, TOIL, Employee Assistance Programme, Payroll Giving, Retail Discount scheme including discounts on major highstreet shops, discounted holidays, Vodaphone discount, computers for work scheme, Bike to Work scheme, Credit Union, Purchase additional holidays, Flexible working policy, Healthshield, Private / discounted healthcare for some grades, professional fee's paid
2014-15	Scottish Criminal Cases Review Commission	Statutory	Statutory	Statutory		Statutory	Childcare voucher scheme, season ticket advances, flexitime working for staff under C grades & membership of Eden Red.
2016-17	Scottish Children's Reporters Administration	On service based up to 26 weeks full pay and 26 weeks half pay inclusive of entitlement to SSP	2 weeks paid Paternity leave	6 weeks at 90% plus 20 weeks at half pay in addition to SMP		6 weeks at 90% plus 20 weeks at half pay in addition to SMP	LGPS Career Average Pension Scheme, Child care voucher scheme, Flexi system. Cycle to work scheme, Season ticket loan, special leave, flexible working available to all staff, Employee Assistance Programme, Credit Union, Career break scheme, Benenden Health Care, £60 reimbursement for eye glasses if related to work.
2016-17	Scottish Courts and Tribunals Service	182 days paid at full time salary, 182 days paid at half salary	SPP topped up to full salary for two weeks	Currently 26 weeks of OMP tops up statutory to full normal salary. From 01/04/2009 OMP will be paid for 39 weeks to match SMP.	Same as applies for Paternity & Maternity	Same as applies for Paternity and Maternity	season ticket advances and childcare voucher scheme, flexi system. On line benefits, professional fees for relevant roles and carers support scheme.
2017-18	Skills Development Scotland	Service based up to a maximum of 6 months full pay and 6 months half pay. (LOS: Up to 4 months - 1 month Full Pay, 0 Half Pay. After 4 months - 2 months FP, 2 months HP. After 12 months - 3 months FP, 3 months HP. After 36 months - 5 months FP, 5 months HP. After 60 months - 6 months FP, 6 months HP.)	2 weeks full pay after one year's continuous service.	26 weeks full pay and 13 weeks statutory pay after one year's continuous service.	26 weeks full pay and 13 weeks statutory pay after one year's continuous service.	26 weeks full pay and 13 weeks statutory pay after one year's continuous service.	Childcare voucher scheme Optician Fees: Will pay for VDU-related eye wear and tests to value of £100; Professional Fees: Reimbursement of up to two professional membership fees if required for job; Further Education: Option to apply for full sponsorship; Employee Assistance Programme: 24 hour help available for employees and their immediate family members; Credit unions: Opportunity to become a member of 3 credit unions which offer better ways to borrow and save; Season ticket loan: For public transport season tickets over £300; Cycle to work: Salary sacrifice scheme Discount Voucher Scheme Flexible working policy (applicable after 6 months continuous service) Flexitime working Career breaks: Option to take up to one year's unpaid leave; Special leave: Generous allowances of full pay entitlement for a variety of situations Charity: Option to donate to charity through payroll (Give as you Earn - GAYE) Occupational Health service (People Asset Management) Designated users receive a taxable benefit car allowance.
2018-19	Scottish Enterprise	Service based up to a maximum of 6 months full pay and 6 months half pay. Qualifying period for entitlement: LOS: Up to 4 months - 1 month Full Pay, 0 Half Pay After 4 months - 2 months FP, 2 months HP After 12 months - 3 months FP, 3 months HP After 36 months - 5 months FP, 5 months HP After 60 months - 6 months FP, 6 months HP	2 weeks full pay Qualifying period for entitlement: After one year's continuous service	22 weeks full pay and 17 weeks statutory pay Qualifying period for entitlement: After one year's continuous service	Shared paternal leave - provisions managed in line with our occupational maternity leave and pay rates Qualifying period for entitlement: Mothers must take the first 2 weeks of maternity leave after the baby is born. The balance of up to 50 weeks' maternity/adoption leave and the balance of up to 37 weeks maternity/adoption pay can then be shared between partners	22 weeks full pay and 17 weeks statutory pay Qualifying period for entitlement: After one year's continuous service	Final Salary Pension Scheme & Life Assurance; Stakeholder Pension Scheme; Pre-retirement support Professional Fees: reimbursement of professional membership fees if required for job Further Education: option to apply for full sponsorship Flexible learning and career development support Employee Assistance Programme: 24 hour helpline Credit unions: opportunity to become a member of 3 credit unions which offer better ways to borrow and save Season ticket loans for public transport costs Salary Sacrifice Schemes - cycle to work, buying additional annual leave and child care vouchers Flexible working policy Flexitime working Career breaks Special leave - e.g. bereavement Charity: option to donate to charity through payroll (Give as you Earn - GAYE) Occupational Health service Health cash plan that contributes towards optical, dental, physiotherapy etc Employee online discounts site Access to preferential rates for Private Healthcare - there is no employer contribution involved Employee Discount Schemes Recognition Awards Volunteering: up to 21 hours paid volunteering leave per year (pro rata for part-time employees) to take part in appropriate voluntary activities

2016-17	Scottish Environment Protection Agency	Less than 1 year service 5 wks full pay, 5 wks half pay 1 yr service but less than 2 yrs 9 weeks full pay, 9 weeks half pay 2 yrs service but less than 3 yrs 18 wks full pay, 18 wks half pay 3 yrs service but less than 5 yrs 22 wks full pay, 22 wks half pay 5 yrs service or more 26 wks full pay, 26 wks half pay	Eligible Staff - upto 2 weeks Paternity Leave: 1 wk @ 90%; 1 wk @ SPP rate.	Up to 52 weeks Maternity leave. Enhanced Maternity leave for staff with 1 yr's continuous service by the beginning of 11th week before EWC: 6 wks @ 90%; 20 wks @ 60% & 13 wks @ SMP rate.	Eligible staff members can share up to 50 weeks leave and 37 weeks of statutory Shared Parental Pay. Leave must be taken in blocks of at least one week and can begin on any day of the week. There is only one period of Shared Parental Leave and Pay available for each instance of pregnancy or adoption regardless of the number of children born or placed.	Up to 52 weeks Maternity leave. Enhanced Maternity leave for staff with 1 yr's continuous service by the beginning of 11th week before EWC: 6 wks @ 90%; 20 wks @ 60% & 13 wks @ SMP rate.	Childcare vouchers. Flexi time scheme. Final salary pension scheme. Employee Assistance Programme. Cycle to Work Scheme. Interest free loans for public transport season tickets. Incapacity Income Support. Death in Service Benefit. Unpaid Parental Leave. Leave to deal with personal matters. Preferential gym rates at Stirling University - no cost to SEPA. Staff can buy up to 10 days additional leave, via a salary sacrifice arrangement. Staff can apply for one day to do a volunteering activity.
2017-18	Scottish Funding Council	6 months full pay, 6 months half pay, then discretionary	2 wks full salary any member of SFC staff	2 weeks full salary (any member of SFC staff) then subject to qualifying for contractual maternity pay, the next 24 weeks at full salary then 13 wks SMP	Staff who meet service requirement for contractual maternity or adoptive pay are eligible for up to 24 [mother/primary adopter will have already taken 2] weeks at full salary for shared parental leave taken within 26 weeks after the mother/primary adopter commences their maternity/adoption leave. *This will be reduced by any contractual maternity taken by the mother or in the case of adoption any time already taken by the primary adopter and by shared parental leave taken by their partner – described in detail in our procedure.	2 weeks full salary (any member of SFC staff) then subject to qualifying for contractual adoptive pay, the next 24 weeks at full salary then 13 wks SAL. Also see shared parental leave.	Cycle to work, interest free loans to purchase travel season tickets or buy bicycle to cycle to work, Childcare voucher scheme, Flexible working policy, Employee Assistance Programme, Staff Discount Scheme.
2014-15	Scottish Government Marine (off-shore)	6 months full pay followed by 6 months half-pay.	Staff who qualify for SPP, receive 2 weeks full pay	Staff who qualify for SMP, receive full pay for 26 weeks	Shared parental leave - entitlements mirror maternity leave/pay	Staff who qualify for SAP, receive full pay for 26 weeks	Season ticket advances, on-site nursery, on-site gym facilities, bicycle purchase scheme, childcare voucher scheme, EAP, Flexi system, Health checks, Staff Discount Scheme
2014-15	Scottish Government Main Bargaining Unit	6 months full pay followed by 6 months half-pay.	Staff who qualify for SPP, receive 2 weeks full pay	Staff who qualify for SMP, receive full pay for 26 weeks	Shared parental leave - entitlements mirror maternity leave/pay	Staff who qualify for SAP, receive full pay for 26 weeks	Season ticket advances, on-site nursery, on-site gym facilities, bicycle purchase scheme, childcare voucher scheme, EAP, Flexi system, Health checks, Staff Discount Scheme
2017-18	Scottish Legal Aid Board	Increases with length of service: Under 1 year service: 20 days full and half pay Over 1 year, Under 2 years service: 40 days full and half pay Over 2 years, Under 3 years service: 60 days full and half pay Over 3 years, under 4 years service: 80 days full and half pay Over 4 years, Under 5 years service: 100 days full and half pay Over 5 years service: 130 days full and half pay. Subject to a maximum of 12 months sick pay in a rolling 4 year period. Prorated for part time employees.	Staff who qualify for SPL (2 weeks SPP after 26 weeks continuous service by 15th week before the expected date of birth), receive 2 weeks full pay inclusive of SPP.	Staff who qualify for SML ((26 weeks ordinary maternity leave (paid at 6 weeks HSMP +20 weeks LSMP) + 26 weeks additional maternity leave (paid at 13 weeks statutory LSMP + 13 weeks unpaid)) receive full pay for the first 13 weeks. Also 18 weeks unpaid statutory parental leave.	Shared Parental leave entitlement is in line with statutory requirements. Option of shared parental leave (instead of Maternity Leave) of 24 weeks ordinary paternity leave (full paid) + 26 weeks additional paternity leave (13 weeks statutory pay + 13 weeks unpaid).	Mirrors maternity leave and pay provisions. Staff who qualify for SAL (26 weeks ordinary adoption leave (paid at 6 weeks HAMP +20 weeks LAMP) + 26 weeks additional adoption leave (paid at 13 weeks statutory LAMP + 13 weeks unpaid) receive full pay for the first 13 weeks.	<ul style="list-style-type: none"> Access to request pension estimates at anytime via HR dept and access to AVCs and purchasing extra pension Pre-retirement support and courses available Flexible working, flexi-time for grades 1-5, flexible homeworking Professional Fees: reimbursement of professional membership fees if required for job Occupational Health Welfare and medical support services Further Education: Option to apply for full sponsorship, 2 days personal development training. Continuing Education Policy - support available Learning centre and other supported development opportunities such as a variety of Paralegal courses Cycle to work scheme Season ticket advances Childcare vouchers Time - out from employment Special leave for a variety of situations £50 towards VDU element of spectacles every three years. 34 days annual leave, increasing to 42 days after 5 years service (inclusive of public holidays) Option to carry forward (max 37 hours) and use annual leave (max:_) from upcoming annual leave year. Corporate discount in shops in and around Thistle House Flu Jab immunisation clinic & discounted price Access to reduced corporate gym membership at Bannatynes Gym, Queen Street, Edinburgh Access to join social club giving significantly reduced rates to SLAB events e.g. Christmas Party, bowling etc Social events group – colleagues can apply for a subsidy for separate events which would also be SLAB wide Charity committee – dress down days, Christmas fayre etc, colleagues can also nominate a specific charity of their choice for donations to go towards Free hot drinks machines, on-site fully equipped canteens
2016-17	Scottish Legal Complaints Commission	Up to 3 months - 0, After 3 months - 1 month, After 6 months - 2 months, After 1 year - 6 months full and 6 months half pay.	1 year + service at the 11th week before the EWC enhanced to 2 weeks full pay (incl SPP)	1 years service at 11th wk before EWC enhanced to 26 wks full pay and 13 weeks SMP	Up to 50 wks shared parental leave assuming minimum of 26 wks service at the end of the 15th week before expected due date/ matching date.Up to 37 wks shared parental pay.	1 year service at end of matching week enhances to 26 week full pay if child is below school age or 6 wks at 90% of pay then 20 wks at SAP if child is of school age	Part time working, season ticket advance, cycle to work, Job share, Flexi system - up to 2 days flexi leave in each 4 week period, Childcare vouchers.
2016-17	Scottish Natural Heritage	6 months at full pay followed by 6 months at half pay	15 days Paternity leave	26 weeks at full pay + 13 weeks SMP.	Shared Parental Leave at the enhanced rate which mirrors SNH maternity pay and adoption pay.	26 weeks at full pay + 13 weeks SAP	Season ticket advances Childcare voucher Cycle scheme Give as You Earn Flexi system EAP Staff Discount Scheme On site gym CS Sports Council

2016-17	Scottish Prison Service	6 months' full pay, 6 months' half pay in any 4 year period	For employees with 26 weeks continuous service by 15th week before the expected date of childbirth - 1 week at normal full rate of pay, and second week at SPP (rising to 2 weeks at full pay on 1 January 2017); also Shared Parental Leave.	For employees with 1 year and 15 weeks of continuous service at the start of Expected Week of Childbirth • 21 weeks full pay (rising to 23 weeks on 1 January 2017). • Further 18 weeks entitlement to Statutory Maternity Pay (SMP) over the course of both Ordinary Maternity Leave (OML) and Additional Maternity Leave (AML). • Final 13 weeks of AML is unpaid	Shared parental leave for maternity/paternity & adoption leave	For employees with 1 year and 15 weeks of continuous service at placement of child • 21 weeks full pay (rising to 23 weeks on 1 January 2017). • Further 18 weeks entitlement to Statutory Adoption Pay (SAP) over the course of both Ordinary Adoption Leave (OAL) and Additional Adoption Leave (AAL). • Final 13 weeks of AAL is unpaid	Flexi-time (Bands B to E in Headquarter functions), compressed hours, part-time and flexible working, job share, partial retirement, career breaks, special leave Retirement planning support Up to 42 days annual leave Supported further education, and other development opportunities Professional fee reimbursement Recognition Awards HELP Employee Assistance Programme (24-hour helpline and counselling) Occupational Health Lifestyle Screening Walking Challenge Eyecare Free gym facilities On-site canteens Immunisation clinics Childcare vouchers Employee discounts and offers Cycle-to-Work Scheme Give-As-You-Earn Charity for Civil Servants Death-in-Service benefit SPS Benevolent Fund
not provided	Scottish Police Services Authority	Not provided	Not provided	Not provided		Not provided	Not provided
2016-17	sportscotland	Six months full pay followed by six months half pay subject to a maximum of twelve months in any four year aggregated period.	All employees who are either the baby's biological father or mother's husband or partner will qualify regardless of length of service for full pay for 2 weeks.	If less than 26 weeks continuous service at the Qualifying Week then only qualifies for Maternity Allowance. If more than 26 weeks but less than 52 weeks continuous service at the Qualifying Week then higher rate of SMP paid for 6 weeks followed by standard rate of SMP for the next 33 weeks. If greater than 52 weeks service at Qualifying Week then 26 weeks at full pay followed by 13 weeks at Standard Rate of SMP.	Shared Parental Leave (SPL) is available to all employees, however, Shared Parental Pay varies dependant on length of service. sportscotland offers an Enhanced Shared Parental Pay to eligible employees. To qualify for the enhanced pay, employees must have one year's continuous service with sportscotland by the end of the 15th week before the expected date of delivery (EDD) (or date matched with adopted child). If eligible, employees will be entitled to receive full pay until the child is 26 weeks old. Enhanced Shared Parental Pay will then be followed by 13 weeks paid at the standard Statutory Maternity Pay rate.	If less than 26 weeks continuous service at the Qualifying Week then employee does not qualify for any payment. If more than 26 weeks but less than 52 weeks continuous service at the Qualifying Week then entitled to 39 weeks at Standard Rate of Statutory Adoption Pay. If greater than 52 weeks service at Qualifying Week then 26 weeks at full pay followed by 13 weeks at Standard Rate of Statutory Adoption Pay	Childcare voucher scheme, Professional subscriptions paid, cycle to work scheme, eye tests and up to £50 for spectacles, season ticket loan scheme, Employee Assistance Programme, Flexi system, Car lease scheme (dependant on job role / annual business mileage).
2016-17	Scottish Qualifications Authority	Service at commencement of absence: Full Allowance/Half allowance: <3 months: No Pay/No Pay 4 months - 1 year: 5 weeks/5 weeks 1 - 2 years: 9 weeks/9 weeks 2 - 3 years: 18 weeks/18 weeks 3 - 5 years: 22 weeks/22 weeks >5 yrs: 26 weeks/26 weeks	First week at full pay, second week at Statutory Paternity Pay rate only.	First 6 weeks of ordinary maternity leave: 9/10ths of average salary (this includes SMP). Next 12 weeks of ordinary maternity leave: 5/10ths of average salary plus SMP Remaining 8 weeks of ordinary maternity leave: SMP only. First 13 weeks of additional maternity leave: SMP only. Remaining 13 weeks of additional maternity leave: unpaid.	Shared parental pay is in line with maternity pay	First 6 weeks of ordinary adoption leave: 9/10ths of average salary (this includes SAP) Next 12 weeks of ordinary adoption leave: 5/10ths of average salary plus SAP Remaining 8 weeks of ordinary adoption leave :SAP only. First 13 weeks of additional adoption leave: SMP only. Remaining 13 weeks of additional adoption leave: unpaid.	Childcare vouchers scheme, SQA Lifestyles discount scheme, Employee Assistance Programme, Recognition Vouchers, Worklife balance policy, travel loan scheme, reimbursement of professional fees if applicable to role, Corporate Volunteering Programme, flexi-time for staff in grades 1 - 5, flexible working, sabbaticals, secondments, occupational health, special leave, additional unpaid leave scheme, Simply Health, Life Assurance, Bike loan scheme, long service celebrations
2014-15	Scottish Social Services Council	Based on service at commencement of absence: Full Allowance/Half allowance • <26 weeks: 0 Pay/0 Pay • 6months - 1 year: 5 weeks/5 weeks • 1 - 2 years: 9 weeks/9 weeks • 2 - 3 years: 18 weeks/18 weeks • 3 - 5 years: 22 weeks/22 weeks • >5 yrs: 26 weeks/26 weeks	• 2 weeks if employed for 26 weeks before qualifying week of 14 weeks before expected date of childbirth. • 1st week at full salary because SPP enhanced by SSSC. • 2nd week at SPP.	• Statutory - 39 weeks SMP inc first 6 weeks at 90% salary. • Occupational enhancement - if one year continuous service by 14 weeks before expected date of childbirth - 12 weeks at 50% of salary after first 6 weeks of SMP. • Must repay SSSC if does not return to work for 3 months. • Employee can take further 13 weeks unpaid (up to 1 year).	• Our Maternity leave policy will be amended to reflect 'Shared Parental leave' which is likely to come in to force in January 2015.	• Statutory - 39 weeks SMP inc first 6 weeks at 90% salary. • Occupational enhancement - if one year continuous service by date receive 'match' letter - 12 weeks at 50% of salary after first 6 weeks of SAP. • Must repay SSSC if does not return to work for 3 months. • Employee can take further 13 weeks unpaid (up to 1 year).	• Flexible Working Scheme • Employee Assistance Programme • Childcare Voucher Scheme • Continuing Education Policy - support available • Display Screen Equipment Policy - support available • Special Leave Policy - support available • Flexible Working Policy - support available • Career Break Policy - access after qualifying service • Access to corporate membership rates of local authority gym • Salary sacrifice Cycle to Work Scheme
2017-18	Scottish Water	6 months full pay plus 6 months half pay	2 days paid leave to attend medical appointments with partner; plus 2 weeks paid leave within 8 weeks of birth of child; plus 13 weeks unpaid parental leave by 8th birthday (or 18th birthday if child has a disability)	6 months full pay, plus 3 months SMP, plus 3 months unpaid	A minimum of 2 weeks and a maximum of 26 weeks leave may be transferred from "Parent 1" who is eligible for statutory maternity/adoption pay, to "Parent 2", provided Parent 1 has returned to work. Additional paternity leave may commence no earlier than 20 weeks after the child/children are born or placed for adoption and must end no later than 52 weeks from this date.	If prime carer, then same provision as Maternity Leave. If not prime carer then same as Paternity Leave.	• Employee affinity benefit scheme with online and in-store shopping discounts - same framework provides childcare voucher scheme and cycle to work • Voluntary employee paid medical cash plan, • Car allowance - over 3,000 business miles pa - £900 pa; over 9,000 business miles option of basic lease car • No formal flexitime. TOIL, flexible working arrangements and working from home where appropriate. • Ability to buy or sell up to 5 days annual leave and thus vary total leave available in a year. (Not a new benefit, this has been an option since 2002-03)
2016-17	VisitScotland	Dependent upon length of service: Less than 6 months: SSP Between 6 months and 1 year: 5 wks FP; 5 wks HP	4 weeks paid	Full salary - 26 weeks Half salary - 26 weeks	Additional paternity pay from 2 - 26 weeks, depending on time not taken by mother	As with maternity and paternity leave	Cycle scheme Employee discounts Optician fees up to £130 per year Professional fees paid

2018-19	Water Industry Commission for Scotland	Dependent upon length of service: Less than 6 months: SSP Between 6 months and 1 year: 5 wks FP; 5 wks HP Between 1 year and 2 years: 9 wks FP; 9 wks HP Between 2 years and 3 years: 18 wks FP; 18 wks HP Between 3 years and 5 years: 22 wks FP; 22 wks HP Over 5 years: 26 wks FP; 26 wks HP	2 weeks paid Additional paternity pay from 2 - 26 weeks, depending on time not taken by mother	Full salary - 26 weeks Half salary - 26 weeks	See comments under paternity leave.	As with maternity and paternity leave	Cycle scheme Employee discounts Optician fees up to £130 per year Professional fees paid Childcare voucher scheme Employee Assistance Programme Working from home supported
---------	--	---	---	--	-------------------------------------	---------------------------------------	---

Year
2014-15
2015-16
2016-17
2017-18
2018-19