# Visibility Scotland Employee Benefits

## Health

1. 24/7 Mental Wellbeing from BUPA

Free, confidential counselling advice.

The telephone number: **0800 269616**

1. Five days dependent leave.
2. Death in Service Insurance

The insurance provider is Canada Life and the cover is four times the employee salary

## Holidays

1. **Twelve** days public holidays
2. **25 days annual leave.** For every year of employment - up to five years - an additional day’s holiday is accrued on top of the **25 day** annual leave allowance. Meaning that after five years’ service the employee has **42 days** annual leave (statutory is **28 days** including public holidays). This means that the employee receives **14 days of additional leave over and above the statutory requirement – almost three weeks.**
3. All services close over the festive holiday.

## Flexible Hours

1. Flexible working hours 8.30am – 9am and 4pm – 4.30pm

Flexible Hours

1. Flexible working week – working from home where it suits service delivery and approved by Senior Management Team. Maximum allocation is two for FTE.

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