

Employee Benefits
Competition Service

Competition Service's Employee Benefits

Pension

Upon joining the Service, eligible employees are automatically enrolled into the Civil Service pension scheme, alpha. If they have never been part of a Civil Service Pension, new members have the choice of two schemes (alpha or partnership). Contribution rates depend on staff pay banding in both schemes. For those staff members who have been a member of a Civil Service Pension before, they will be assessed to see if they qualify as a re-joiner.

Working hours

We encourage employees to maintain a healthy work-life balance; full-time employees work a 36-hour (five-day) week, excluding lunch breaks, and have a remote access to the Service network to aid home-working on occasion.

The Service promotes flexible working (i.e. part time) whenever it can be accommodated without jeopardising operational effectiveness.

Leave and absence entitlement

Full-time employees are entitled to six weeks paid leave a year, plus the eight UK Bank Holidays and two and a half 'privilege' days. Part-time employees will receive annual leave and public and privilege holidays pro-rated to the number of hours they work.

Female members of staff are entitled to paid maternity leave of 40 weeks (20 weeks at full pay and 20 weeks at the Government's statutory pay rate). We also have arrangements in place for paternity, parental and adoption leave, and we are able to arrange paid 'special leave' in exceptional circumstances.

Childcare vouchers

We operate a childcare voucher scheme whereby parents may purchase vouchers for childcare via deductions from their gross salary. The vouchers are tax-free, as your tax and National Insurance contributions are based on your reduced salary.

Interest-free season tickets and bicycle purchase

Our staff may apply for an interest-free season ticket loan to cover the cost of travel between work and home on the London transport network and by train.

The Service also offers eligible employees a tax-free cycle scheme as part of the Government's wider Green Transport Plan Initiative. The scheme allows staff to, potentially, save up to 40 per cent on the cost of a new bike for commuting to and from work.

Eye tests and contributions to glasses/lenses

All staff may be reimbursed for the cost of an eyesight test every two years and up to £60 for a pair of glasses when an optician has verified that they are necessary for computer use.

Employee assistance programme

We can offer access information on how to access independent, confidential and professional counselling service to staff and advice on any career, health or personal issues.

Learning and development

We are committed to helping our people to fulfil their potential. We provide learning opportunities to enhance staff contribution to the Service and ensure that their skills stay up to date.

All members of staff participate in an annual appraisal and regular performance reviews; they also agree a personal development plan to help them achieve their work, personal and developmental goals. We also encourage continuous information-sharing between staff.

Financial assistance for study

Financial assistance and paid time off for study leave are available to support study towards relevant professional qualifications. We will also reimburse membership fees to professional bodies where this is relevant to your post at the Service.

Location

The Service is based in a spectacular Grade II listed building on Bloomsbury Square in central London. The office has excellent transport links and sits within a thriving local community between the west end and city.

Staff consultation

There are no collective agreements in force directly relating to employees' terms of employment and so the Service does not formally negotiate on pay. However, everyone who works at the Service is entitled to join a trade union.