

Dan **IS Development Manager**

My name is Dan, I'm an IS Development Manager at the Information Commissioner's Office, and I've worked here for about five years now.

I benefit from a flexible working option called compressed hours, which means I work 37 hours in four days instead of five, so that means I get an extra day off, but I have to work longer days when I'm in work. That suits the way I work, I prefer to have a longer day and less of an evening, but it does mean I get a three day weekend, which is great.

There are other sort of flexible working schemes at the ICO as well. We've got flexi-time, which means that there is a core hour of four hours a day that you have to work, but then the rest of the 37 hours you do it's pretty much up to you. Obviously it depends on your job and making sure that you fit in with your team mates, but you can still have quite a flexible day.

Annual leave at the ICO is quite generous, you get quite a bit of leave, but you can also buy and sell it as well, so if you've got a bit too much leave you can sell it back to the ICO, and if you need a bit more for an extra long holiday you can actually buy some. And it's very simple to do as well.

The ICO does have a continuing programme of improving its benefits, so, for example, we've got a new scheme coming up, the Home Working Scheme, which allows us to work from home some days during the week. Not all jobs are able to do it, but mine would be able to do that, and I'm very, very interested in sort of going for that scheme. It does mean that I'd save on travel costs, because I wouldn't have to come in to the office so much, and it would free up a bit of office space here as well.

The benefits that are important to me are the flexible working hours and the huge amount of training that you get here. But my colleagues also have benefits that they like, such as the civil service pension, there's the health and well being benefits that we've got, such as a cash healthcare plan, and also we've got childcare vouchers too.