

21 August 2023

IC-246726-W6Q4

Request

You asked us:

"Please provide full details of the providers of perks, and the perks provided, detailed on <https://ico.org.uk/about-the-ico/jobs/benefits/#dis>

I would like to discover if Costco provide discounts, free membership, or similar benefits to the ICO and/or ICO staff. Please provide detailed info regarding Costco.

While my focus is on Costco, Please do not limit the scope of the request to Costco. I wish to know all organisations that provide benefits to the ICO and Staff."

We have handled your request under the Freedom of Information Act 2000 (the FOIA).

Our response

We have interpreted your request as being for information about organisations external to the ICO that provide discounts or benefits to ICO staff members. We have separated our response into two parts below – first, our response specifically where your request relates to information about Costco, and then further as your request relates to information about other organisations.

I would like to discover if Costco provide discounts, free membership, or similar benefits to the ICO and/or ICO staff. Please provide detailed info regarding Costco.

Costco do not provide discounts or free membership to ICO staff. However, ICO staff do qualify for Individual Memberships at Costco. You can find more details about this membership at www.costco.co.uk/membership.

You can find more information about the criteria by which ICO staff qualify for Individual Membership at www.costco.co.uk/membership-individual-questions.

It is important to note that, while ICO staff are eligible for an Individual Membership with Costco, this is not a free membership. ICO staff who wish to obtain this membership must pay the membership fee themselves.

I wish to know all organisations that provide benefits to the ICO and Staff.

Please find a list of benefits and providers below.

Benefit	Provider
Staff Discounts	BHSF Network Benefits
Cycle to Work Scheme	Cycle2Work
Colleague Assistance Programme	BHSF
Health Cash Plan	BHSF
Bupa Medicals	BUPA
Staff Local Business Discount Card (Wilmslow)	Cards issued by the ICO's Wilmslow office
Pension	MyCSP

ICO Staff Local Business Discount Card enables ICO staff to obtain discounts from local businesses in Wilmslow. The businesses in question are as follows:

Rise Café Wilmslow Ltd
Café on Water Lane Ltd
Juniper Wilmslow
Potyo Restaurant, UK

Mark Rogers Shoe Repairs
Therapy Organics Limited
Harper & Quinn Ltd
VaVaVoom Hair Wilmslow

BHSF Network Benefits is an employee benefit scheme offers discounts to ICO staff from participating retailers. You can find more information about this on the BHSF website at www.bhsf.co.uk/online-discounts/. The ICO does not hold a list of participating retailers in our systems, as these organisations do not have direct agreements with the ICO.

The ICO have partnered with Cycle2Work to offer a Cycle to Work Scheme to ICO staff members. The scheme provides savings on bikes and cycling equipment through a salary sacrifice agreement. This applies to bike brands available on the UK market via Halfords, Tredz or Cycle2Work's network of independent bike shops.

The ICO's Colleague Assistance Programme / Employee Assistance Programme is a confidential service that provides a telephone counselling service, legal support service, financial support service and medical support service at no cost to ICO staff members.

The ICO's health cash plan provides cover for staff towards the costs of a range of everyday healthcare expense such as dental treatment, diagnostic consultations and eye care. The insurance policy is sold by BHSF Employee Benefits Limited and underwritten by BHSF Limited.

The ICO also offers staff free BUPA medical health checks once staff members have been with the ICO for two or more years.

The ICO also provides free eye tests for ICO staff at Clare & Illingworth on Water Lane in Wilmslow. Alternatively, staff can make an appointment with an optician of choice and can claim up to £35 back from the ICO. The ICO will also contribute up to £42 for recommended glasses for staff members.

This concludes our response to your information request.

Next steps

You can ask us to review our response. Please let us know in writing if you want us to carry out a review. Please do so within 40 working days.

You can read a copy of our full review procedure [here](#).

If we perform a review but you are still dissatisfied, you can complain to the ICO as regulator of the FOIA. This complaint will be handled just like a complaint made to the ICO about any other public authority.

You can [raise a complaint through our website](#).

Your information

Our [Privacy notice](#) explains what we do with the personal data you provide to us, and set out your rights. Our retention schedule can be found [here](#).

Yours sincerely



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