

MHA Core Benefits

1. MHA STAFF SUPPORT

Independent Free Counselling

- Employee access to independent free counselling service 24 hours per day 7 days per week. Up to six face-face counselling sessions. Experienced and qualified telephone counsellors provide around the clock support to help you with a wide range of personal and work related problems in areas such as stress, relationship difficulties, bereavement, anxiety, family worries, alcohol/drug abuse, employment, or financial concerns.

Training

- MHA offer nationally recognised training courses and Leadership Academies for employees.

Family Friendly Policies

- We provide enhanced Maternity, Paternity and Adoption Leave for MHA staff. We also provide Parental Leave to support those with parental responsibilities to fulfil their roles without worry.

Special Leave

- MHA provides enhanced domestic emergency leave to support all staff with unforeseen crisis situations.

Flexible Benefits

- Employees can purchase an additional week's holiday per annum or 'sell' up to a week's holiday per annum, dependant on entitlement and the Working time Regulations.

Chaplaincy and Pastoral Support

- MHA offer pastoral care and support to help meet spiritual needs of employees.

Free Fruit Days

- Once a month MHA provides employees with 'Free Fruit' to help promote healthy eating.

Corporate Clothing

- We supply relevant employees with free uniforms

Volunteer Support

- MHA currently have over 4000 volunteers who enhance the work of staff at MHA.

Charity

- As a Charity MHA really makes a difference, using all profits to benefit older people and provide a higher staffing ratio than most of its competitors, which helps provide a better service to older people and employees.

2. MHA REWARDS

Life Assurance

- All members of staff (aged 16-75) will be provided with a discretionary benefit of life insurance at no cost. This benefit will pay 3 times annual salary in the event of their death whilst employed by MHA and is reviewed annually.

Overtime

- Enhanced payments for overtime

Childcare Vouchers

- Save over £900 per year on childcare cost

MHA Incentive Scheme

- All staff members in homes and housing with care are awarded a bonus of £40 pro rata per quarter when the team achieves its targets.

Long Service Award

- After 5 years' service and every 5 years of service after that, each employee will be presented with a certificate and a badge, marking their long service, by a Senior Manager. In addition, from 10 years' service on, as a token, each staff member is also able to choose either retail vouchers or holiday vouchers up to £300.

Recommend a friend

- All employees (except managers) are eligible to receive a reward of up to £250 for recommending a friend who is successfully recruited to a home or housing with care scheme vacancy.

3. MHA PENSION

This pension scheme works by investing the money the employee and MHA pay during the period of membership in to a personal 'pot'. When the employee retires the personal pot will be used to buy a pension. Employees can join by paying a minimum 3% contribution. The more the employee pays the more MHA will pay:

Employee contribution (% of salary)	MHA contribution (% of salary)	Total contribution (% of salary)
3%	6.0%	9.0%
4%	6.5%	10.5%
5%	8.0%	13.0%
6%	10.0%	16.0%