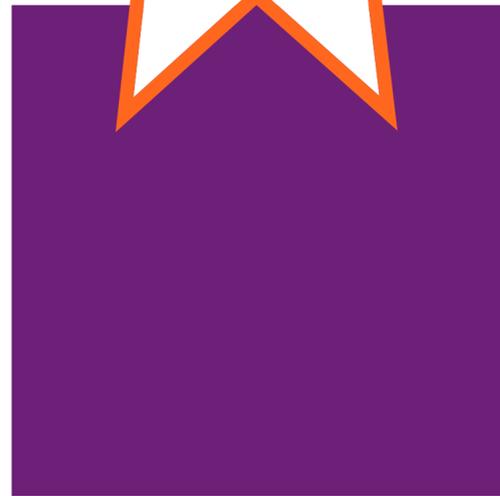
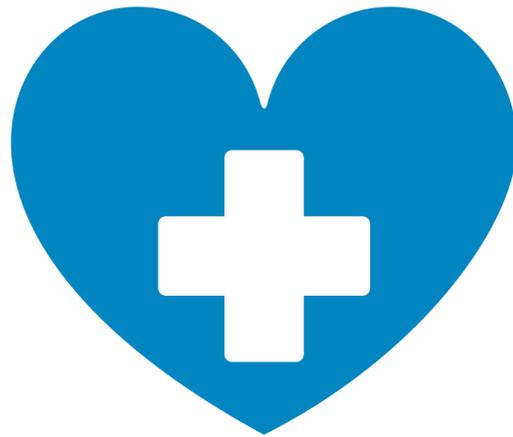


Your benefits

We've got some great benefits to thank you for the great work you do. You can find out more about them below.



mhs homes is a great place to work and we really hope you'll agree.

In addition to your competitive salary and a talented team of colleagues to work alongside, we offer a wide range of benefits to save you money, keep you healthy and help you enjoy your time at work.

If you want more information on any of these benefits, just ask HR.

Edenred

You'll need to login to Edenred's website to access some of the benefits we talk about here. HR will send you your login details when you start.

About flexible benefits

When you sign up to any of the flexible benefits, they'll come out of your monthly salary. Each month a 'window' opens and you can sign up or change your benefits (buying or selling annual leave can only be done once a year). We'll let you know when the window is open and where to sign up.

Day for Kent

Every year you'll have the chance to spend a day volunteering for a local charity of your choice. You'll still be paid and it's the chance to give something back to our local community.

You can do it as a team, or on your own. Just let your manager know what you're planning to do.





Financial

Annual leave | Flexible

As well as a generous amount of standard days, you can buy and sell up to a week's worth of holiday entitlement. This has to be done at the beginning of the holiday year which runs from April to March.

Performance bonus | Incentivised

We set performance targets each year and get paid a bonus once a year depending on how many we achieve. It's a group effort and the mhs Board agree how much is paid. It can be up to £2,000 but if you work part-time or started during the year it'll be on a pro rata basis.

Pension | Matched contribution

Our scheme is a defined contribution one, meaning we match your contributions up to a maximum of 6%.

Savings Club

You say how much you want to save each month and we'll take it from your salary directly. It starts in September. The money and interest is paid into your October salary the following year. You can take it out at any time of the year though, just tell HR.

Life Assurance | Free

This is the one we hope never gets used. If you were to pass away while working with us, we'll pay your chosen beneficiary twice your annual salary.

Professional Membership | Free

We'll pay for one professional membership (as long as it's relevant to your role). Ask your manager about this, HR will then refund you.





Eye test and glasses | Subsidised

If you need glasses for work, we pay up to £25 for eye tests and £50 towards glasses. Just complete the expenses form on My Space.

Occupational health | Free

We care about your health and wellbeing and our occupational health nurse is there if you need it. Some people get ongoing health checks (because of the work they do).

Health check | Free

We offer voluntary bi-annual wellbeing health checks. We'll let you know when the next one is and how to sign up.

Health cash plan | Flexible

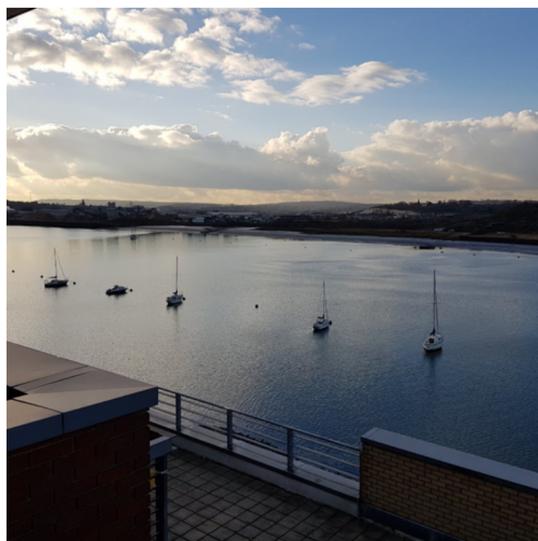
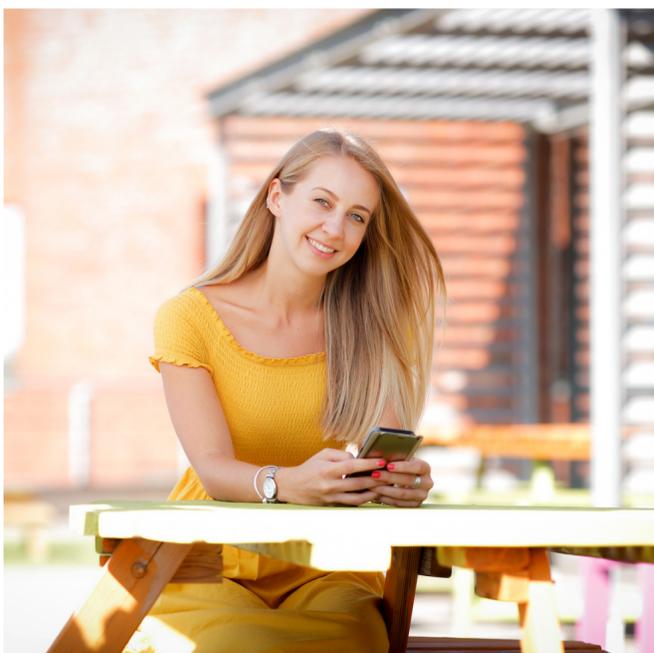
This is a low cost health plan where you can claim money back on healthcare. You can cover you and your family from £5.20 a month.

Employee assistance programme | Free

If you need to talk to someone confidentially you can call the independent helpline on 0800 030 5182. They offer counselling, cognitive behavioural therapy (CBT) and wellbeing advice.

Denplan | Flexible

This dental insurance can cover you and your family either privately or through a NHS dentist.





Recognition

CREATE Awards | Free

This is our way of saying thank you and well done. These are for everyone and include instant recognition plus an annual award for those nominated. Learn more on Connect.

Milestone Awards | Free

To recognise loyalty we celebrate those people who've been with us over 10 years, and every five years after that.



Lifestyle

Cycle to work | Flexible

Come to work and keep fit at the same time. You can save up to 48% when buying a bike and accessories.

Gym membership | Discounted

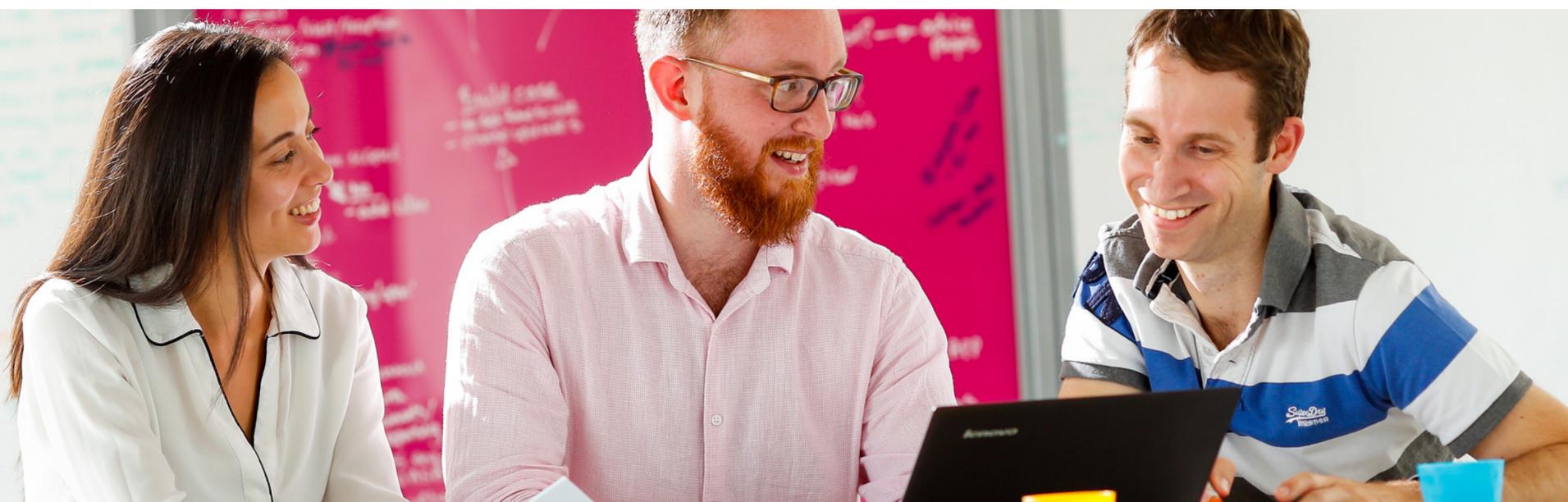
You can get a discounted membership at TruGym, Chatham Maritime. Just show them your pass to prove you work here.



Working environment

Parking | Free

We have limited free parking at our head office and at Royal Eagle Close. If you're travelling for work purposes, we'll refund any parking expenses and mileage.





Entertainment

The Socialites | Subsidised

They organise trips and events for colleagues, friends and family.

Holiday homes | Subsidised

We have holiday homes in Sheringham, Norfolk and Bridport, Dorset that you can rent. Speak to Facilities about booking.

Discount vouchers | Free

Discount vouchers for shops, travel and days out are on the Edenred website. Shops at Docksider Outlet also offer us discounts - HR have the latest list.

Christmas | Subsidised

We pay £20 towards your team meal. We also pay for the Christmas party and ask for a £5 donation to our charity of the year.

Kids Pass | Flexible

This gives you access to discount on days out, holidays and shows.

Dining cards | Flexible

Get a Tastecard or Gourmet Society Card and repay it monthly.

TechSave | Flexible

You can buy gadgets up to the value of £1,000. We'll pay for it upfront and take back 12 monthly installments from your salary.

