

Our colleague benefits: Showing our colleagues that we care!

We recognise that our colleagues are our greatest asset and should be rewarded for the hard work they do with great benefits and pay.



Our colleague benefits

There are lots of benefits for our colleagues. In addition to those you'd expect such as competitive pay, company-funded pension scheme and a free life assurance scheme, we offer colleagues:

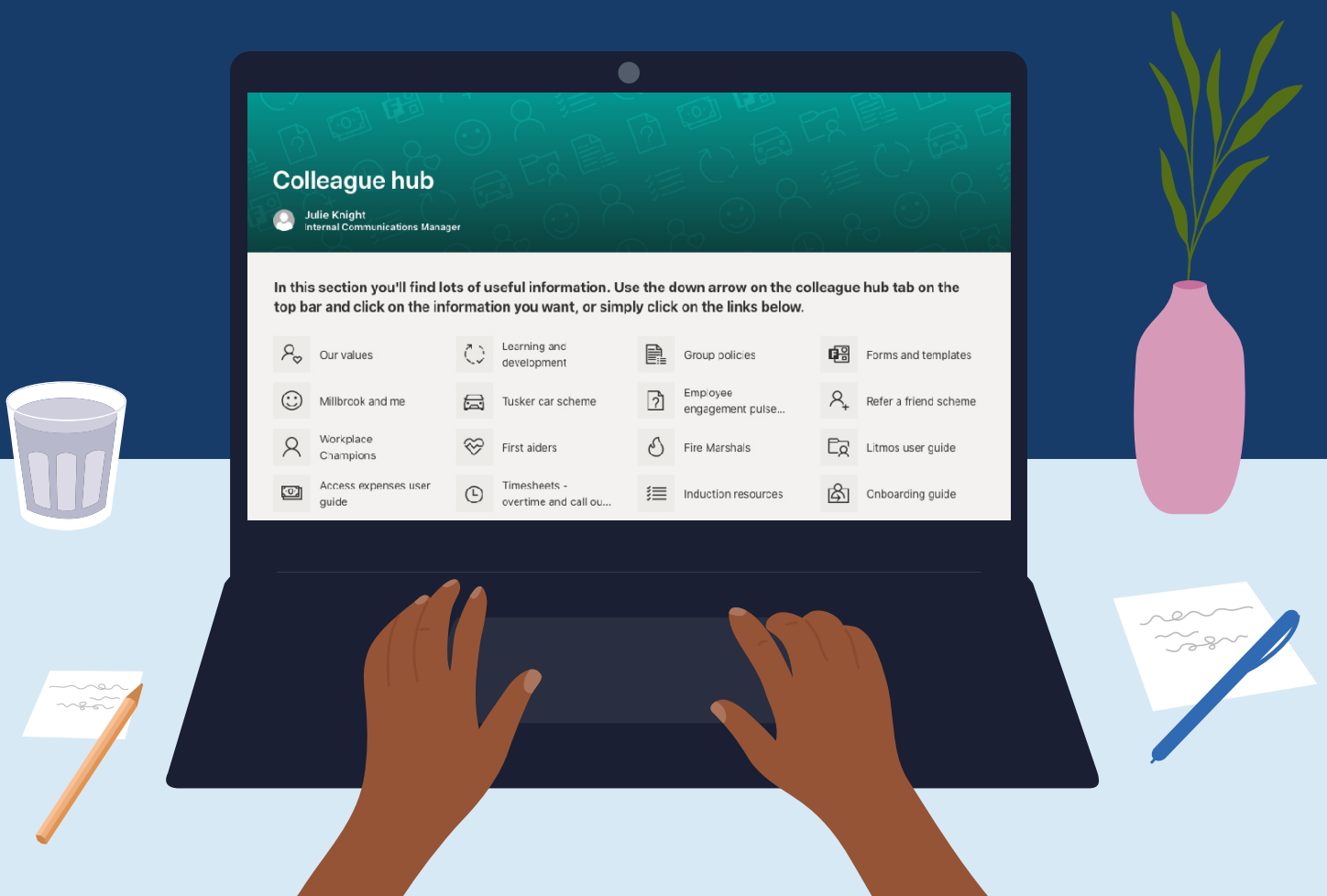


Holiday

In addition to annual leave, we have a holiday purchase scheme, which allows colleagues to buy up to five days extra leave via a salary sacrifice scheme.

Learning and development

Our colleagues' ongoing development is one of our values, so we offer colleagues a range of learning support, including an online learning portal, apprenticeship schemes and leadership development training.



Colleague hub

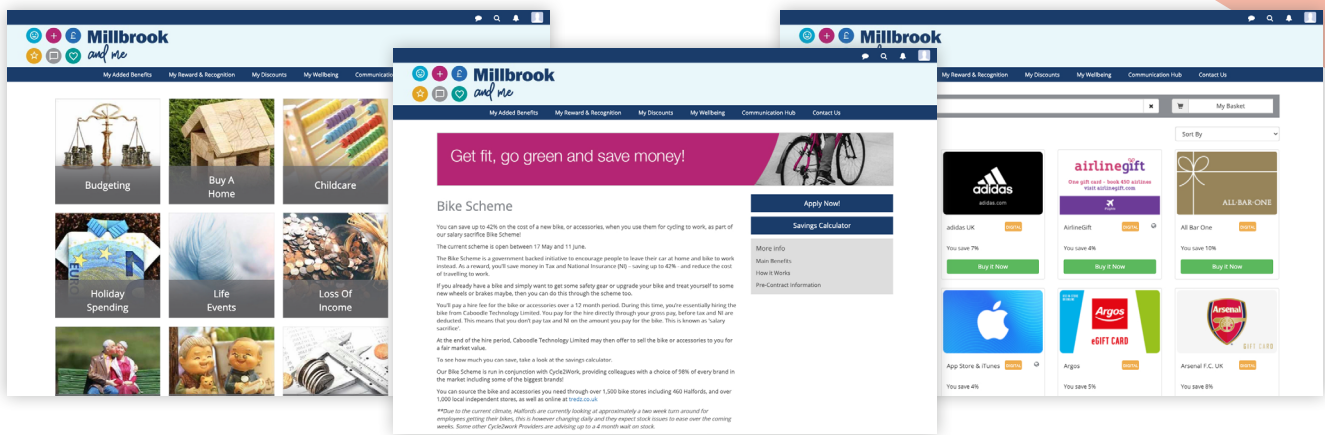
Julie Knight
Internal Communications Manager

In this section you'll find lots of useful information. Use the down arrow on the colleague hub tab on the top bar and click on the information you want, or simply click on the links below.

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|----------------------------|--------------------------------------|------------------------------|-----------------------|
| Our values | Learning and development | Group policies | Forms and templates |
| Millbrook and me | Tusker car scheme | Employee engagement pulse... | Refer a friend scheme |
| Workplace Champions | First aiders | Fire Marshals | Litmos user guide |
| Access expenses user guide | Timesheets - overtime and call ou... | Induction resources | Onboarding guide |

Millbrook and me

We have our own online employee engagement portal offering colleagues **instant discounts and savings** on shopping, days out, motoring, leisure and travel; benefits such as a **cycle2work scheme** and **Christmas club savings**; as well as a recognition section for colleagues to send each other **E-cards** to say happy birthday, congratulations, well done or thank you; there's even a wellbeing section with **financial and wellbeing information**.

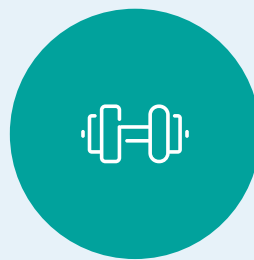


Health and wellbeing

Our colleagues' health and wellbeing is important to us, so all our colleagues have **access to Mental Health First Aiders; 24/7 Employee Assistance Programme**, which includes **face-to-face counselling**; have wellbeing information on our Millbrook and me portal and can get **discounted gym membership** and **discounted health cash plans**. Colleagues are also offered an **annual flu vaccine** and can get an **eye test**, as well as financial assistance towards glasses.



Access to 24/7 Employee Assistance Programme



Discounted health plans and gym membership



Free eye test and annual flu vaccine

Reward and recognition

In addition to being able to send and receive E-cards on our Millbrook and me portal, every month one colleague is named our monthly **Millbrook Champion** and receives £50 to spend on our Millbrook and me portal. We also have regular **manager awards** and colleagues receive **long service awards** of between £50-£300 depending on their length of service.



NHS discounts

Because we provide a much needed service on behalf of the NHS, using their ID badge, colleagues are eligible for NHS savings and are eligible to sign up for a **Blue Light Card**, which offers additional savings from more than 15,000 retailers, including:



Additional benefits

Some of our colleagues are also entitled to additional benefits, which include a salary sacrifice **car lease scheme**, **private medical insurance**, **group income protection** and **help@hand** for **remote GP access**, **face-to-face counselling** and **physiotherapy**.

Refer a friend

We want to find more people like you, so colleagues are rewarded for referring new colleagues.

If you'd like to join our team, please visit the Careers page on our website: to view our current vacancies: www.millbrookhealthcare.co.uk