



Watford Mencap Staff Benefits

Our sites

The head office and community hub is located on Langley Road in Watford. There are excellent transport links as we are just a 10-minute walk from Watford Junction station and plenty of parking available on site. The hub is close to Watford town centre for its shops, restaurants, bars and the local Cassiobury Park. Our residential care homes are close-by in Chorleywood, Mill End and Bushey.

We have 4 Supported Living projects: 2 in Bushey, 1 in Mill End and 1 in Leavesden. We also have a Training Skills Café in Watford and a charity shop in Bushey.

Pay and benefits

At Watford Mencap we recognise that people are our greatest asset and the people we support are at the centre of everything we do. Whilst every job at Watford Mencap is a rewarding role we offer a comprehensive salary and benefits package. The following benefits are available for staff:

Pay

There is a 2-tier pay system in place for frontline roles:

- basic rate for Support Workers & Personal Assistants - £12.76 per hour
- higher pay for Support Workers & Personal Assistants - £13.31 per hour

The higher rate is available to staff who have completed their probation; are sleep-in ready, and whose training and competencies are up to date

Contributory Pension

Watford Mencap provide a competitive defined contribution pension plan which receives 3% employer contributions and 5% employee contributions. In addition, the plan offers employees the flexibility to choose a fund that suits them and allows the option for additional voluntary contributions. The plan also includes life cover at 1 x salary.

Annual leave

- Management roles: 33 days paid holiday (including bank holidays) per annum, pro rata for part time staff.
- Non-management roles: 30 days paid holiday (including bank holidays) per annum, pro rata for part time staff.

Award-winning organisation

Watford Mencap was the winner of the HCPA Most Innovative Care Provider in 2018. We have received the Advice Quality Mark, and we have Silver Investors in People accreditation. Our residential homes and services are inspected by CQC, Hertfordshire County Council and OFSTED and we are a silver HCPA member.

Health Cash Plan

- Free membership of our health cash plan which can help employees with the cost of: dental treatment, eyesight tests, new glasses or contact lenses, professional therapy treatments such as physiotherapy, diagnostic health consultations and discounted gym membership.
- Employees have 24/7 access to an Employee Assistance Programme, which provides counselling, medical and legal advice.
- Access to an on-line discounts site with hundreds of special offers on well-known brands.

Employee discounts

Access to the Blue Light Card scheme

Access to high street shopping, including instant voucher savings at grocery stores

Employee Assistance Programme – access to a free, confidential service offers 24/7 expert advice and guidance on a wide range of personal and professional issues (including financial and personal mental health support).



Long Service Awards - Employees can choose 1 day's extra leave for every 5 year's service (up to 25 years) or to cash in the additional annual leave.

Employee Recognition Scheme – Quarterly recognition for employees demonstrating our values or going the extra mile, equivalent to £25 and a certificate.

Birthday award – employees receive £5 each birthday.

Referral scheme – employees can receive up to £125 per successful friend referred to Watford Mencap.

Employee Development

- New employees are given a thorough induction based on the organisation and all of its functions to ensure they get the best start in their roles.
 - Opportunities for job-related learning and development and continuing professional development.
 - Development opportunities to branch out into other Watford Mencap's services such as Children & Adults Community Activities, Residential services, Care & Support Agency or Supported Living.
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| - Free Parking in a majority of our locations | - Meals provided to roles within registered homes |
| - Enhanced company sick pay | - Free tea and coffees in offices and residential homes |