



Watford Mencap Staff Benefits

Our offices

The head office is located on Rickmansworth High Street. There are excellent transport links and parking available. The office is close to shops, restaurants, bars and the Aquadrome. Our residential care homes are close-by in Chorleywood, Mill End and Bushey. All are rated 'Good' by CQC. Our Children's Centre is based in North Watford and will shortly be brought into our central community hub in Watford with the head office, in the summer of 2021.

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:

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, our residential homes are all rated Good from CQC and Hertfordshire County Council, OFSTED assessed Children's Centre 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.

Investors in People

Watford Mencap was accredited with the Silver Investors in People in 2020 recognising that we are a great employer, a high performing and committed place to work.

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 and Youth Services, Learning & Leisure, Care & Support Agency or Supported Living.
- Free Parking in a majority of our locations.
- Free tea and coffee in offices and residential homes.
- Meals provided to roles within registered homes.
- Enhanced company sick pay.