



MPCTTM
 Motivational Preparation College for Training

Wellbeing
 Package



**INVESTORS
 IN PEOPLE** | Platinum
 Until 2022





'When asked what people liked most about working for MPCT, a great number of people talked about how they felt appreciated by the organisation, they were valued and their efforts were always noted and rewarded. This is not an achievement to be overlooked as this is particularly challenging in an organisation working across multiple sites, and where growth is as rapid as it is at MPCT. This hasn't been used as an excuse and leaders have been focused on improving approaches to ensure that everyone is included and fairly recognised'

Jackie Lewis IIP Assessor May 2019.

FOREWORD

At MPCT I firmly believe in ensuring that we create an environment which respects and celebrates the hard work of the whole team who contribute to the making of MPCT. As we have grown our reach and range it is important that the SLT demonstrates how much we appreciate our staff and the commitment they show every day across all areas and locations.

It is for this reason we have decided to introduce an enhanced wellbeing package that is measured by yearly milestones from the start of an employees career at MPCT. Its aim is to reward and recognise loyalty and commitment to MPCT. We know that the cornerstone of MPCT are our outstanding people who go above and beyond to ensure that our Learners receive life changing education. I would like to close by thanking our HR Department for delivering a superb service which totally reflects my ambition of ensuring we are an organisation which places gratitude at its heart.

Huw Lewis MBE

Chief Executive Officer

Gaining Investors in People Platinum has been one of the best experiences of my career, this is the award that I am most proud of us all achieving at MPCT. This award is all about the people, to be in the elite group of 1% of employers worldwide is outstanding.

At MPCT we believe if you 'invest in your staff', the staff will 'invest in the students', this is evident on a daily basis across England and Wales.

We believe we now offer one of the most impressive benefits packages not only within our sector but company-wide, this package works to ensure all staff feel valued and are engaged however long a career is spent with MPCT.

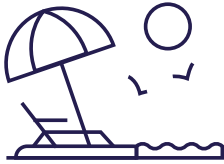
Donna Briggs

Director of HR



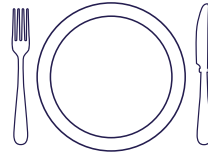
EMPLOYEE BENEFIT SCHEME

HOLIDAYS



All teaching/programme staff receive 8 weeks holiday through shutdown periods, all support staff receive 6 weeks paid leave on a flexi basis. This is above national standard leave.

FREE LUNCH FRIDAY



The last Friday of every month all staff come together as a team and celebrate the month's achievements over FREE lunch.

LIFE ASSURANCE



All staff have life assurance with GROUP LIFE cover in place.

WELLBEING ALLOWANCE



MPCT employees are given £15 a month towards a well-being activity. We believe creating a good work life balance is important to keeping staff healthy and motivated.

UNIFORM



All staff are given an annual allowance and access to MPCT online shop to choose their uniform.

CYCLE TO WORK



Staff can apply to join the cycle to work scheme on an annual basis.

CHRISTMAS PARTY



All employees attend the Christmas party which is paid for by the MD.

ANNUAL AWARD CEREMONY



Our annual award ceremony recognises the achievements of our employees over the previous year.

EMPLOYEE BENEFIT SCHEME

PHONE ALLOWANCE



If you use your mobile phone for operational reasons or you hold a certain role, you can claim £15 per month.

SPECIAL OCCASION GIFTS



All staff receive birthday, Christmas and special occasion gifts from the Managing Director.

ANNUAL PAY REVIEW



MPCT review salaries annually and benchmark against other training providers within the network. This ensures we are providing excellent salaries.

TEA & COFFEE



Tea & coffee provided free of charge across all colleges. Staff are also encouraged to provide fruit.

**IIP
PLATINUM**



**INVESTORS
IN PEOPLE**

Platinum
Until 2022

MPCT has been awarded Platinum Status from Investors in People, putting the company in the top 1% for world class business performance.

**CHRISTMAS
SAVINGS**



At MPCT we offer a Christmas saving scheme where you will receive 10% interest on each year.

EYE TEST



All staff are eligible to claim for an annual eye test.

**CAR
ALLOWANCE**



Staff in certain positions can claim a monthly car allowance.

EMPLOYEE BENEFIT SCHEME

LOYALTY DAYS



Staff accrue an extra day's leave at 3,4 and 5 years.

PENSION SCHEME



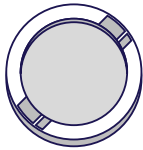
Staff are enrolled on a work based pension scheme and the company contribute above the national minimum.

FLEXIBLE WORKING PATTERN



Staff in head office are eligible to work a flexible working pattern.

LOYALTY PINS AND COINS



Staff receive a milestone at 3 years and a loyalty coin at 6,9,12, and 15 years.

FLU JAB



Staff are eligible to claim for an annual flu jab.

*There is a staggering number of mechanisms in place
which MPCT use to reward and recognise people*
Jackie Lewis, IIP, Assessor May 2019

NEW MILESTONE BENEFITS FOR 2020



3

ENHANCED WELLBEING

After 3 years service you will be entitled to an extra £15 per month that can be spent on wellbeing.



5

£100 GIFT VOUCHER

After 5 years service you will be presented with a £100 gift voucher as a thank you for your continued loyalty.



6

BIRTHDAY OFF

After 6 years service you will qualify to having your birthday off each year. If your birthday falls on a weekend or leave period then you can take it on the closest time practicable.



9

HEALTH CHECK

After 9 years service you will be eligible to receive a health check.



10

SWEET OR TIPPLE TREAT

An anniversary 'Tippie' or 'sweet treat' for every year from year 10 onwards.



12

1 MONTH SABBATICAL

After 12 years service you will be eligible to claim a months leave to pursue an activity(s) that benefit your wellbeing or personal development.



15

GIFT WATCH

After 15 years service you will be presented with a watch by the Managing Director for your continued service and loyalty.



20

£2000 VOUCHER

20 years' service £2000 voucher of choice enjoy an exciting holiday or an adventure or a new wardrobe the choice is yours!



25

£2500 VOUCHER

25 years' service £2,500 voucher of choice enjoy a long awaited cruise, go on a safari or buy some luxury garden furniture and put your feet up, the choice is yours!

New Milestone Benefits

The new benefits start from the 1st of January and all staff who have served for 3 years or more can now claim upto £30 per month wellbeing allowance. This allowance can be used for anything that enhances your well being e.g

- any kind of self help / wellbeing or educational literature
- any type of lessons – singing, dancing, learn a language, musical instrument
- audible/kindle subscription
- Activity tracking device
- dental treatment
- any physical activity
- sports/spa treatment (excluding cosmetic procedures)

You can only claim retrospectively up to a maximum of 3 months. If in doubt check with HR prior to claiming.

5yrs service you will receive a £100 gift voucher in the post.

6yrs Birthday off (book your birthday off) Select absence – birthday (6+years) – Milestone benefit.

9yrs Health check – contact HR to arrange at a convenient date and venue.

10yrs An anniversary 'Tipple' or 'sweet treat' for every year from year 10 onwards.

12yrs 1 Months sabbatical – this month is fully paid and must be taken within 2yrs of your 12yrs anniversary. The dates have to be requested 6 months in advance and the month has to be taken across 4 consecutive weeks. The month can be used to travel, study complete a project or spend time with children/family. You will be required to Vlog your experience throughout the month and allow MPCT to promote your sabbatical.

15yrs Gift Watch- you will receive a TAG watch to the value of £1,500. You will be given a choice of styles to choose from.

20yrs £2000 voucher of choice enjoy an exciting holiday or an adventure or a new wardrobe the choice is yours!

25yrs £2,500 voucher of choice enjoy a long awaited cruise, go on a safari or buy some luxury garden furniture and put your feet up, the choice is yours.

