

WORKING FOR US



We are MCH, an award-winning social enterprise, and we provide a wide range of high quality community services; both NHS and non-NHS, across health and social care.

Our focus is on people – on our patients and our staff. We want patients to have the best experience when they are under our care. And (equally importantly for me), we want a happy, healthy workforce who are engaged with our strategic aims and motivated to go the extra mile.

We provide a huge variety of opportunities for our staff to develop and grow. We want to support your health and wellbeing and ensure that you enjoy your time at MCH. As an Executive Team, we know that our staff are our best asset – I wish you the best of luck in your application!

Martin Riley

Managing Director



WHY IS MCH DIFFERENT?

We're Medway Community Healthcare (MCH for short), an award winning social enterprise and Community Interest Company established in 2011. We work with lots of local partners to support and improve local communities, keeping people healthy and making sure that we are part of a wider picture of all-round health and wellbeing in Medway and beyond. We are one of the largest employers in the area with over 1,300 staff.

We're incredibly proud of what we do, and all of our achievements reflect the passion, dedication and commitment demonstrated by our brilliant, hardworking, passionate staff. These qualities are supported by our values of:

- working in partnership
- delivering quality and value
- being caring and compassionate



These values underpin everything we do with our staff, users of our services, and partners. We work together to ensure that we deliver a consistently high quality experience, and strive towards our vision of a successful, vibrant Community Interest Company, that benefits the communities we serve.

Our purpose is to provide community services across Kent, Medway and beyond and our commitment is to 'lead the way in excellent healthcare'.

As a social enterprise any profits we make are used to further improve our services or invested in local communities via our charity Medway Cares. We are owned and run by our employees on behalf of the community, and trade as a business for social purposes.

We have also invested in other social enterprises whose social objectives are aligned to ours, and whose services or products could benefit our patients. And we have taken on many apprentices since 2010 and where possible, we buy our goods and services from local companies.

Our service users, local stakeholders and our staff as co-owners, have the opportunity to ensure that we are able to:

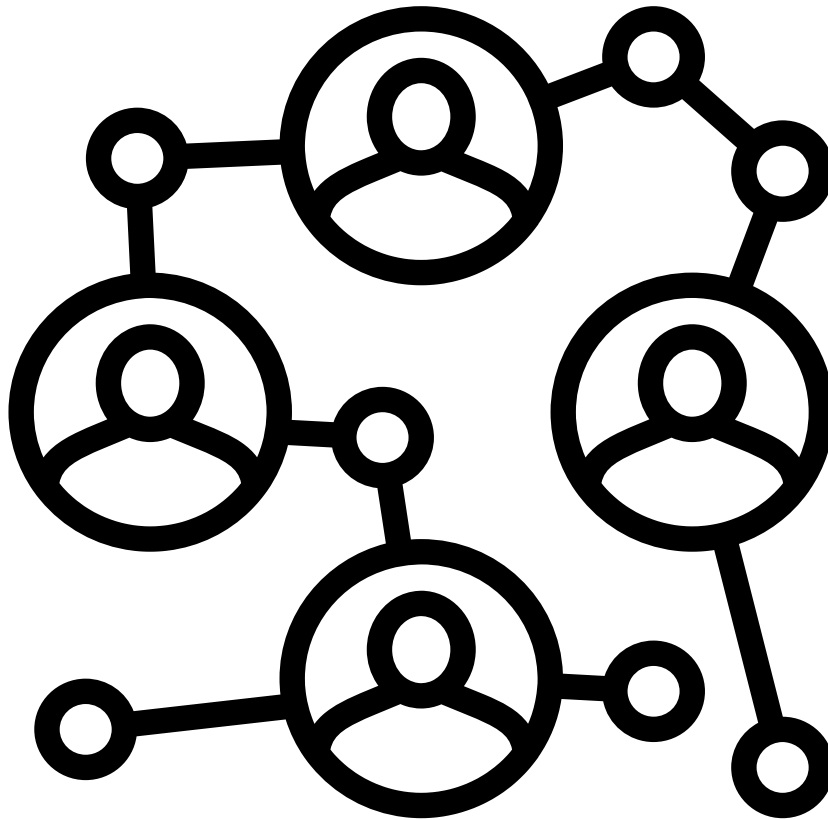
- deliver services according to need and not perceived demand
- deliver innovative ways to provide care closer to home
- deliver services in a more flexible, productive and efficient manner
- deliver services that respect every patient's dignity and right to privacy



SHAREHOLDING

Medway Community Healthcare Community Interest Company (CIC) is a social enterprise. As a social enterprise we are able to offer our staff the opportunity to become a member (shareholder) of the organisation. Becoming a member gives you an opportunity to get involved and influence decision-making to ensure our organisation is a good place to work and provides excellent healthcare. Members do this by:

- having a voice at our annual general meeting;
- getting involved in discussions about future plans for the organisation;
- having a say in how any surpluses are reinvested in local services;
- being able to stand for and elect colleagues onto the Elected Members' Forum



SOCIAL VALUE

As a social enterprise and Community Interest Company, social objectives and social value are at the core of our business model. We believe that we have a valuable role to play in leading locally on delivering positive social impact. At MCH, we believe that social value:

- complements the work of the clinical, support and subsidiary services provided by MCH
- improves outcomes in the most efficient, effective, equitable and sustainable way
- encourages better partnerships across health and social care, and the voluntary sector

REWARD AND RECOGNITION

We have always recognised the importance of our staff – and we are in awe of what they achieve both within their roles, and beyond. With that in mind, we have previously had MCH-wide award programmes, as well as more local recognition programmes and opportunities for staff to celebrate one another through our communications.

In line with the importance of making sure we listen to our staff, we have recently held feedback sessions and provided the chance for colleagues to tell us what works, what doesn't, and to share what they'd like to see in terms of recognition and reward. Stay tuned to see what we create – but rest assured, we will continue to ensure our staff's expertise, knowledge, compassionate care and dedication are valued across MCH.



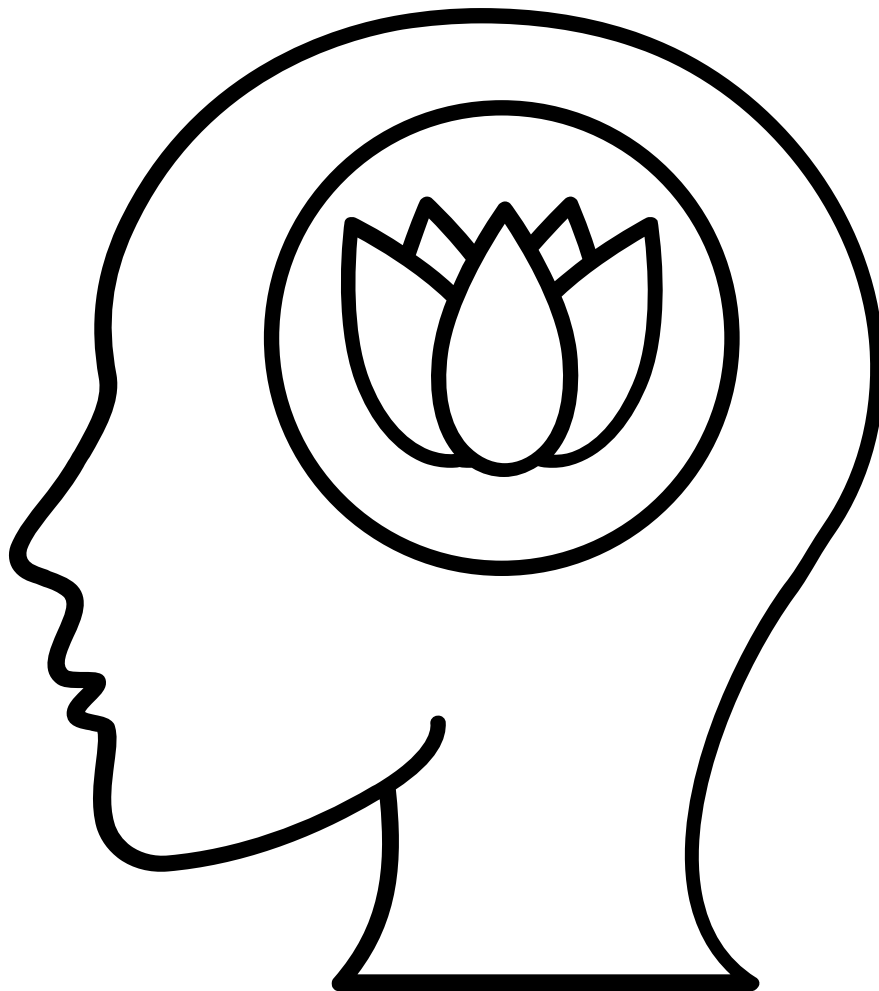
BENEFITS

- Annual leave entitlement between 27 days and 33 days depending on length of service, plus bank holidays.
- Flexible working: Policies to support you to create the right work-life balance for you.
- A programme of health and wellbeing support, Caring for You, with a regular e-magazine to staff.
- Employee assistance programme: Viv-up provides our staff with a range of services.
- Pilates – Free Pilates for all MCH staff every Wednesday from 5-6pm. To book a space, please email: medch.physio@nhs.net
- Occupational health service: Optima provides a confidential service for all staff, offering advice on personal health, safety and welfare at work.
- Healthcare discounts: **Blue Light Card, NHS Discounts, Red Guava** and discounted gym memberships at TruGym, Roko Health Club and The Roffen Club gym.
- Free tea and coffee for all employees
- Cycle to work scheme: This scheme offers our staff the opportunity to make huge savings on a new bicycle with easy interest-free deductions through payroll.
- Neyber - Our commitment to your financial well-being at work - create an account or login at <https://hello.neyber.co.uk/join/about-me>
- Learning and development opportunities: We are committed to ensuring our staff are equipped with the skills and knowledge, not just for their job now, but with a view to future development and progression.
- Orthopaedic clinical assessment service (CAS): A fast-track referral service for our staff suffering from back or physiotherapy problems.



HEALTH AND WELLBEING

We take the health and wellbeing of our staff seriously. We are constantly looking at ways in which we can improve the working lives of our staff to improve work life balance and reduce stress levels. Our commitment to staff health and wellbeing was recognised recently when we were awarded Gold status for the Medway Workplace Wellbeing Award.





THANKS FOR READING

