



# Benefits Package

MAXIMUS® | United Kingdom

# Welcome to the Centre for Health and Disability Assessments

As part of Maximus UK, our highly valued team of doctors, nurses, occupational therapists and physiotherapists play a vital role in enabling our customers to move forward with their lives.

Join our knowledgeable multidisciplinary team, and you'll have the opportunity to contribute to the high quality, respectful service we're proud to provide.

Every year, our highly trained clinical staff carry out more than 1 million functional assessments on behalf of the Department for Work and Pensions. And the best part? There's no shift work - our teams work Monday to Friday, nine to five – either full time or part time.

We offer a competitive salary, improved work-life balance, a supportive working environment and an opportunity for you to develop your clinical knowledge and get exposure to a range of conditions.

All of this means you'll be able to focus on what's really important - helping our customers. But we know that certain extra perks can make all the difference. Read on for a summary of our generous rewards package.



# Maximus Benefits Centre

CHDA staff enjoy access to the Maximus Benefits Centre. This easy to use platform can be accessed from any device at any time. It holds all of the information on the benefits available.

The benefits package is split into two categories - 'core' benefits and 'voluntary' benefits.

Core benefits are funded by the business. All staff receive these automatically upon appointment.

Voluntary benefits are flexible. Colleagues have the opportunity to browse the voluntary benefits on offer and can choose to sign up for any extra perks they like. The Maximus Benefits

Platform provides information on how each benefit will impact on monthly salary.

Thanks to negotiation by Maximus, voluntary benefits are offered at competitive prices. Many are available on a salary sacrifice basis, allowing you to make savings on your Tax and/or National Insurance contributions. Some of the insurance products on offer even allow you to add other members of your family to your policy.

We understand how important a healthy, balanced lifestyle and having peace of mind is to our colleagues. So we've grouped our benefits into three categories; financial savings, health and wellbeing and balanced lifestyle.

## Benefit Extras

These benefits are designed to provide you with extra support to manage your mental, physical and financial wellbeing. We have put them in place to ensure confidential support is available to anyone who needs it.



### Core Benefits



Life Insurance  
3 x Annual Salary



Pension  
Auto Enrolment Rates



Healthcare  
Cash Plan



Professional  
Registration Fee  
Reimbursement



Employee  
Assistance  
Programme



25 days  
+ bank holidays  
(1 FTE)



Headspace  
App



### Voluntary Benefits



Critical Illness  
Insurance for Colleague  
& Partner



Dental  
Insurance



Maximus  
Foundation



Travel  
Insurance



Holiday Trading  
Buy and Sell Up  
to 5 days (1 FTE)

\*Available during a set period in March each year



Cycle to Work



Charitable  
Giving



Restaurant  
Discounts



### Benefit Extras



Season Ticket  
Loans



Medicash  
Wellness



Financial  
Wellbeing



Long Service  
Award



Percipio Learning  
Platform

# Why else should I choose to work for CHDA?

We know that our healthcare colleagues are the driving force needed to help us meet our business objectives. That's why looking after our people to enable them to work to their full potential is key. We have a range of initiatives in place to recognise, motivate and engage with our staff, including:

## Recognition



### 'Bringing us together' Budget

Every assessment centre gets a monthly budget of £4 per head for an organised activity or lunch.



### 'Making a difference' Award

Nominations are invited on a monthly basis to recognise the contribution of an individual or team.

## Engagement



### Employee Engagement

We provide a regular all employee engagement call.



### Internal Focus Groups

We currently run Inclusion and Diversity and dedicated women's focus groups.



### Workplace Online Forum

Share your idea on our staff-led Workplace forum, and it will be put forward to your colleagues and the management team.

## Wellbeing



### Mental Health First Aiders

As a CHDA colleague, you will have access to individual support from a qualified Mental Health first aider.



### Quarterly Wellbeing Campaigns

Our quarterly campaigns are focused on relevant issues like workplace safety, PPE and general wellbeing.



### Wellness Action Plan

All staff are offered the chance to create a personal wellness action plan.

## Social Value



### Max UK Foundation

We actively support charities that help disadvantaged people to make a difference to their lives.



### Disability Confident

Each of our businesses is assessed on a regular basis to ensure we remain at Level 3.



### Armed Forces Covenant

Maximus UK support the Armed Forces Covenant.



### Living Wage Employer

Maximus UK is a living wage employer.

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Kingdom



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