

Wellbeing, Benefits and Culture

Working at The Message



Introduction

The Message's staff are one of our greatest assets, and we're grateful for their hard work and dedication. To show this, we offer a variety of generous benefits that support our team both professionally and personally.

We believe that taking care of our staff's mental and physical wellbeing is essential, so we're committed to providing them with the resources they need to thrive. Read on to discover more about what's on offer to The Message team.





Pension Scheme

Administered by Standard Life, our pension scheme helps you plan for the future. Upon joining The Message and the successful completion of your probation period, you will be enrolled in the pension scheme by default, unless you opt out. It's based on total earnings, with the contribution rate dependent on your level of seniority, experience and length of service. Your contribution rate will begin at 4% of your salary, which will then be made up to 8% through our employer's contribution and tax relief. If you require more information, please contact HR.



Holidays

Full-time employees get 33 days holiday per year, which is made up of 25 days of annual leave and eight Bank Holidays (in a typical year). For part-time staff, the holiday allowance is calculated proportionally based on number of hours worked.

After being at The Message for five years, staff get an additional two days of holiday, bringing the total allowance up to 35 days.



This includes:

- 100% of pay for the first 13 weeks of maternity leave
- 50% of pay for the second 13 weeks of maternity leave
- Statutory Maternity Pay only for the final 13 weeks

In addition to offering Statutory Paternity Leave and shared parental leave, we also have enhanced our policy for secondary adoptive parents.

Full details are available through our team in HR.

Family Support

At The Message, we understand the importance of supporting growing families and are committed to supporting our employees during this special time. That's why we have an Enhanced Maternity Pay Policy that biological and adoptive parents can qualify for.



Employee Assistance Programme

The health and wellbeing of our team members is paramount. We're therefore proud to offer everyone access to an Employee Assistance Programme (EAP), delivered by Health Assured – the UK and Ireland's leading wellbeing provider.

The EAP is a confidential employee benefit, designed to help you deal with personal and professional problems that could be affecting your home or work life, health and general wellbeing. Our EAP service provides a complete support network that offers expert advice and compassionate guidance 24/7, covering a wide range of issues. We strongly believe that providing this not only offers reactive support when someone needs it, but also proactive and preventative support to deliver the best possible outcomes.

Details on how to sign up for the EAP are provided to staff as they join The Message.



Prayer and Worship

Prayer and worship is at the heart of everything we do at The Message. We start each day with at least 30 minute of worship, teaching and prayer. Once a month, we hold Prayer Day, where as many of our staff as possible gather at HQ for a day of worship, inspiration and vision sharing. Staff are also encouraged to take an extra 30 minutes or more every Tuesday to pray as part of the rhythm of prayer at The Message.



Private Medical Care

Upon completing 10 years of service, you'll have the option to participate in our fully-funded Private Medical Care scheme, which is provided through Aviva. The scheme covers a range of medical services, including hospital treatment, dental care, and more. Once you become eligible, we will send you the scheme's details along with a quotation. Please note that as this is a taxable benefit, there will be a small cost associated with it.



Wellness Action Plan

We care about your wellbeing at work. The Wellness Action Plan is a personalised and practical tool that can help you identify what keeps you well, what causes you to become unwell, and how to address mental health issues at work. It also allows you to have a dialogue with your manager to help understand your needs and ultimately support your mental health. If you are feeling unwell, please reach out to your manager or HR department. They will be able to help you get the support you need.



Bamboo HR

Bamboo HR is our HR system which provides employees with access to their personal data, employment letters, and to book time off. The programme is accessible via computer or mobile app.



Cycle To Work Scheme

The Message Trust has partnered with Cyclescheme to offer our employees a tax-free way to buy a bike. Through Cyclescheme you can choose a bike package, hire it for an agreed length of time, and then buy it at the end of the hire period for a fraction of its original value. There is no interest to pay, and Cyclescheme is accepted by over 2,000 retailers nationwide. Contact HR for more information.



10% Discount at Message Owned Businesses

If you work for us you will get staff discount at our award winning cafés in Sharston (Manchester) and Covent Garden (London).



Free Eye Tests

All staff can get a free eye test every two years. Just book a test with an optician and claim the cost back through the expenses process. If you need glasses specifically for using a computer, The Message will contribute up to £55 towards the cost of a new pair.



Techscheme

Techscheme is a salary sacrifice scheme that allows our staff to save up to 12% on the cost of new technology, such as computers, tablets, and home appliances. Employees can spread the cost of these items over 12 months, interest-free, and make National Insurance savings. Techscheme is run by the same people as Cyclescheme, and is accepted by Currys PC World. Contact HR to find out more about how to sign up.



Electric Car Scheme

We also run an electric car salary sacrifice scheme which is a great way to save money on taxes and drive an electric car. You can lease an electric car for a lower monthly payment than you would if you were to buy one outright. You also get to save money on fuel costs and reduce your environmental impact.



Mission Trips

Employees can apply for a paid leave of absence of up to one working week per year to undertake a mission trip, either within the UK or abroad. This could be a great opportunity to volunteer your skills and time to help others in need. If you are interested in applying for this leave, please speak to your manager.



Social Events and Christmas Party

We are Mates on a Mission and we like to celebrate as a bunch of friends, enjoying each other's company and celebrating our successes. Our Christmas Parties are legendary!



Access to Charity Worker Discounts

As employees of an award-winning charity, we're each entitled to sign up on the Charity Worker Discounts website and receive exclusive discounts on a huge range of products and services, from holidays to mobiles, from clothes to car insurance.