

M+A

Partners

Employee Benefits



At M+A Partners, it is important to us that we reward our people for their continued efforts and hard work.

In addition to a competitive salary, we offer a wide range of comprehensive benefits for our employees.

Our benefits are designed to boost health and wellbeing, work-life balance, family life, sustainability, socialising and networking, career progression and continuous professional development.

Discover more about our benefits package and the expert wellness support and financial protection available through leading employee benefits provider, Unum.

M+A Partners' Employee Benefits include



Remuneration and Reward

- + Enhanced pension contributions;
- + Annual salary review;
- + Client introduction scheme; and
- + Employee introduction scheme.



Professional Development and Career Progression

- + Company funded professional qualifications;
- + Paid study leave;
- + Paid professional body membership fees;
- + Supported CPD, including leadership, and technical development programmes; and
- + Multi-tiered CMI accredited management and leadership training.



Health and Wellbeing

- + Life Assurance;
- + Group Income Protection;
- + Preferential rates for private medical insurance;
- + Employee Assistance Programme;
- + 24/7 remote GP access, unlimited mental health support, physiotherapy sessions and so much more;
- + Company sick pay scheme;
- + Flu vaccinations;
- + Optician vouchers;
- + Enhanced annual leave; and
- + Birthday leave.



Family-Friendly

- + Enhanced maternity and paternity pay scheme;
- + Hybrid working / flexible working; and
- + Flexible bank holiday scheme.



Social

- + Norwich Theatre Royal membership;
- + Discounted gym memberships, offers on holidays, lifestyle and retail deals;
- + Company events - Christmas and Summer party, professional networking events; and
- + Sports events.



Environmental, Social and Governance

- + Wildlife Trust membership;
- + Environmental, Social and Governance Committee and related events; and
- + Volunteer leave.



Unum is a leading employee benefits provider that offers expert health and wellbeing support, and financial protection through the workplace, all available through one multi-award-winning app.

Their ethos is to help more people manage their physical and mental wellbeing while providing financial protection and peace of mind.

Through Unum, you will have access to

- + An easily accessible app and services;
- + **Unlimited** mental health counselling sessions;
- + 1-2-1 nutritional coaching and lifestyle coaching (6 per year);
- + 1-2-1 personal training and personalised fitness plan (6 per year);
- + 360 wellbeing assessment;
- + **Unlimited** 24/7 remote GP access;
- + Medical second opinion with a consultant (2 per year);
- + Physiotherapy (8 per year);
- + Bespoke webinars and seminars;
- + Management information data; and
- + Line manager training.

Savings and Discounts

Discounts and money saving deals to support your everyday finances. Get the latest deals on popular supermarkets, tech brands, days out and more.

How to get started

You will receive a welcome email from us once we have registered you for the app.

Once you receive the email, click the link provided or go directly to the App Store or Google Play and search 'Help@Hand' to download the app.

Enter your details and get started with personalised health and wellbeing support.

Our Values



+ Honesty

We hold ourselves to the highest level of openness, fairness and transparency in everything we do and expect the same from others with whom we work.



+ Commitment

We are bound by hard work, shared objectives and always striving to find the best outcomes for our clients, as well as by supporting the professional and personal growth of our team.



+ Teamwork

We foster a collaborative environment which embraces individual strengths in order to achieve more together.



+ Integrity

We conduct ourselves morally, ethically and honourably, and always strive to do the right thing.



+ Respect

We treat clients and colleagues with consideration, empathy and dignity, maintaining a positive, diverse and inclusive workplace culture.



+ Excellence

We aim to consistently provide the highest quality advice and solutions rooted in expertise, pursuing continuous improvement to ensure our clients receive exceptional service.



The logo consists of the letters 'M+A' in a bold, white, sans-serif font, centered within a solid yellow square.

Partners

Our Vision - to be the firm of choice,
through our team fulfilling their potential
and delivering exceptional client service

If you require any further details or assistance regarding the benefits of working for M+A Partners, please get in touch with our People and Culture Team using the details below:

01603 227600
peopleandculture@mapartners.co.uk
mapartners.co.uk

MA Partners LLP
7 The Close, Norwich NR1 4DJ

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Full details of the Firm's non contractual benefits are set out in the Employee Handbook, which can be found on the People & Culture section on the intranet. In addition, further details of the Firm's core employee benefit schemes, including the Group Income Protection, Group Life, Private Medical Insurance and Pension offerings, can be obtained through our Independent Financial Advisors at Smith and Pinching. You must be aware that any benefit or incentive scheme set out in this factsheet and the Employee Handbook is not an entitlement. The Firm reserves the right to amend the terms of any benefit or incentive scheme or withdraw any benefit or incentive scheme set out.