

# Mindful Employer

## Charter Review Changes: April 2020

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### What's Changing?

From the 1<sup>st</sup> April 2020, the way that signatories complete their charter review is changing:

- Charter reviews will now be requested every two years.
- Administration fee charges have been re-organised into four payment bands.
- Voluntary sector discounts have been increased from 5 to 10% and now also apply to the public sector.

### Review Frequency:

Formally, signatories were required to complete a review two years after initially signing the charter, then every three years thereafter. From April, we will start asking all charter signatories to submit a review every two years.

#### *Reason for changes:*

By requesting charter reviews on a bi-yearly basis we are able to help simplify the charter for current and future signatories. Furthermore, by increasing the frequency of charter reviews, employers will receive more regular feedback from Mindful Employer on the work they are doing to promote mental wellbeing within their organisation. Not only does this enable us to better support our signatories in their mental health at work journeys, but also helps to keep this agenda at the forefront of businesses.

#### *Terms:*

- All current dates for reviews due will be retained.
- In line with the current procedure, employers submitting their review before the 1<sup>st</sup> April will not be required to submit their next review until three years' time.
- Employers submitting their review after the 1<sup>st</sup> April 2020 will be required to submit their next review two years from their anniversary date.

## Administration Fees:

From April, we are reducing the number of payment bands for our administration fees from seven to four. As a consequence, micro, small and medium sized businesses will pay less upfront from the start of the new financial year. See below for a comparison between the new and old payment structure:

### *5% Discount for Voluntary Sector*

Original Banding		Fee
1.	0 - 9 employees	£75.00
2.	10 - 50 employees	£80.00
3.	51 - 250 employees	£120.00
4.	251 - 1,000 employees	£160.00
5.	1,001 - 5,000 employees	£170.00
6.	5,001 - 10,000 employees	£180.00
7.	10,001+ employees	£190.00

### *10% Discount for Voluntary and Public Sector*

New Banding		Fee
1.	0 - 50 Employees	£50
2.	51 - 250 Employees	£100
3.	251 - 1,000 Employees	£150
4.	1,001+ Employees	£200

### *Reason for changes:*

By reducing the total number of payment bands for the charter, we are able to simplify our overall payment structure. Not only will this help us to streamline our administration of new and renewing charter signatories, but by simplifying our payment structure we will be able to start making progress toward being able to offer employers new methods of payment for the charter. Stay tuned for further details on this as they develop.

### *Terms:*

- All employers renewing their signature from April will be charged at the new rate.
- Employers renewing their signature before April will be charged at the old rate.