



2024 IMPACT REPORT



Growing Impact,
Changing Lives

OUR MISSION

"Changing Lives, One Healthcare Professional at a Time."

Mission Statement

MMA is dedicated to supporting individuals to make their dreams come true and overcome obstacles. We recognise the unique potential in everyone and strive to help them realise it.

3X10X Strategic Plan

Vision

Our 3X10X strategic plan is to grow our business by three times while making ten times the positive impact globally.



Pillars (H.A.V.E.)



H: Happy Places – Creating supportive and joyful environments for team members and clients.



A: Accessibility for Everyone – Ensuring equal opportunities and inclusive support.



V: Value in Our Community – Adding meaningful value to every community we serve.



E: Environmental Urgency – Embracing sustainable practices to address environmental challenges.

BCorp Journey

We are on the journey to become BCorp-certified, committing to high standards of social and environmental performance, accountability, and transparency. This certification will affirm our dedication to using business as a force for good.



VALUING OUR PEOPLE



Team Stats

Representing a global diverse workforce

40 

40 talented employees

6 

6 diverse nationalities

15 

Speaking 15 languages

Global Network

Working together to make an impact

65,000 

65,000 healthcare professionals

63 

Across 63 countries

Client Reach

Serving 37 clients across the UK and Ireland.



37 





Ambassadors

Supporting our mission and guiding professionals globally

15 

15 passionate ambassadors

13 

Spanning 13 countries





Inclusive Culture

MMA fosters a workplace culture that values inclusivity, respect, and continuous professional growth. We empower each team member to contribute meaningfully and develop their careers in a supportive environment."

Gender Balance


70% of our leadership team is female, reflecting our commitment to gender equality and diversity in leadership.

70%   30%



PERSON-CENTRED APPROACH

Approach Overview

A group of approximately ten diverse school children and one adult woman, likely a teacher, are standing in front of a school building with a red-tiled roof. The children are dressed in school uniforms, including white shirts and dark skirts or trousers. They are all smiling and looking towards the camera. The teacher is standing behind them, also smiling. The background shows the school building and some trees.

At MMA, person-centred services mean treating every applicant as an individual. We work closely with each client to ensure candidates embody the employer's values and culture.



Key Services and Support



Personalised Support: Through our Pastoral Care Programme, inspired by Melinda Moolman's journey, candidates receive tailored pre-deployment preparation and ongoing support.

Holistic Integration



- *Pre-departure Counselling:* Preparing candidates for cultural adaptation.
- *Logistical Support:* Providing accommodation, transport, and daily support.
- *Community Connection:* Organising monthly events and social media groups to foster community.

Technological Assistance



- Basecamp App: Offering essential relocation information from emergency contacts to local amenities.

Community Integration



- Recycle Swap Shop: Supporting environmental and community welfare in South Africa, with plans to expand to India and the Philippines.



IMPACTING OUR COMMUNITY

Community Events

- We organise monthly events across the UK and Ireland to help international professionals connect and feel at home. Events range from picnics to registration support sessions.



Personal Support from Melinda Moolman (CEO & Founder)

- As an international healthcare professional herself, founder Melinda Moolman understands the challenges of relocating and ensures each candidate feels supported upon arrival.



Employer Collaboration

- Working with employers to develop fair, supportive relocation packages and cultural awareness programs, fostering inclusive environments.



Pre-departure Programmes

- Our onboarding programmes include cultural orientation and practical advice to ease transition for new professionals.



NurseBnB Service

- A community-based accommodation program providing healthcare professionals with comfortable and welcoming lodging upon arrival.



ETHICAL APPROACH

No Recruitment from Red-Listed Countries

We do not recruit from WHO red-listed countries facing healthcare shortages. This ethical stance is crucial to ensure we do not harm vulnerable healthcare systems.

Global Reach

Our recruitment efforts focus on countries with strong healthcare systems, with offices and networks across South Africa, India, Ireland, the UK, and the Philippines.

Commitment to Ethical Recruitment

MMA adheres to the UK's Code of Practice for International Recruitment of Health and Social Care Personnel and WHO guidelines. We focus on mutually beneficial recruitment processes that support healthcare globally.

Accreditations

Ethical Recruitment Approval. Recognised by the Department of Health UK for meeting high ethical recruitment standards.



RECYCLE SWOP SHOP

Launched in 2023, the Recycle Swop Shop is transforming lives in Robertson, South Africa, by empowering children and promoting environmental sustainability.

Creating Smiles and a Sustainable Future

The Swop Shop's success is reflected in the eager queues of children lining up long before our 2 p.m. opening each week. They leave with cherished items, smiles on their faces, and the pride of contributing to a cleaner environment.

Key stats:

- **Children Benefited: 4,193 children** have participated, earning rewards and learning the value of recycling.
- **Recycling Collected: An incredible 7,970 kilograms of waste**, including plastic, tins, and bottles, has been collected, making a meaningful environmental impact.





RECYCLE SWOP SHOP

How It Works

Every Tuesday afternoon, the Swop Shop welcomes local children, offering them an opportunity to exchange recyclables for valuable rewards.

- **Collect Recyclables**

Children gather items such as plastic, tins, and bottles, which are brought to the Swop Shop.

- **Earn Points**

Each recyclable earns points that can be used to "purchase" essential items.

- **Redeem Essentials** and More.

Points can be exchanged for essentials like soap, stationery, second-hand clothing, and basic food items.

For those who save their points, luxury items become available, teaching valuable lessons about patience and planning.

Our journey started in Robertson, but the vision doesn't stop here. With plans to expand globally, the Recycle Swop Shop is creating a brighter future—one community at a time.





B1G1 Partnership:

Through our B1G1 partnership, we align our work with the UN Sustainable Development Goals, making measurable impact on key areas such as clean water, education, and food security.

Key Contributions:

- **Meals:** 457 days of food provided.
- **Water:** 8,154 days of access to life-saving water provided.
- **Education:** 815 days of education were provided.
- **Environmental Projects:** 665 trees were planted to support conservation projects.

Aligning with The 2030 Agenda:

Our partnership with B1G1 allows us to create meaningful, measurable impact in communities worldwide.

OUR B1G1 IMPACT



CARING FOR OUR PLANET



Environmental Commitment

We integrate sustainable practices across all operations, aligning with our 'Environmental Urgency' pillar.

Sustainability Initiatives

Waste Reduction: Goals to minimise waste across offices.

Recycling Programs

Promoting recycling through the Recycle Swop Shop.

Eco-friendly Operations

Focus on energy efficiency and reducing carbon footprint.

Tree Planting Initiatives

Contributing to reforestation and environmental restoration projects.

BCorp Environmental Commitment

As part of our BCorp journey, we continuously evaluate our environmental practices, ensuring we meet rigorous sustainability standards.





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MMA 
Healthcare
Recruitment™