

# The Mercat Deal

Everyone in our team is respected, encouraged and celebrated for the individual they are.

We promise to work hard with you to understand and support you to be the best you can be.

- Real Living Wage
- Permanent Contract
- Flexible Working
- Advance pay (interest free loan)
- 10% profit-share bonus
- 4 week notice of rota
- Sick pay
- Pension

## Security



## Fulfilment



- Autonomy of decision-making
- Charity partnership development
- Quality Assurance to celebrate success
- Cross and up-skilling opportunities
- Team Action Groups to support CPD and influence business development

- Paid internships
- Flexible working
- WFH/onsite
- Cyclical coaching
- 10% profits invested in CPD
- Clear promotion structure

## Opportunity



## Respect



- Clear company HR policies reviewed annually
- Inclusive recruitment practice
- Mercat Holiday Home
- MHFA trained team
- Signposting; financial, legal wellbeing
- Bike to Work opportunity
- Ed World Heritage Membership
- ASVA card benefit
- Period Poverty support
- Pronoun badges

- Multi-channel team consultation
- Regular team meetings
- Annual team conference
- Annual team survey and review
- Annual personal review
- Clear line of responsibility
- Clear comms structure

## Effective Voice

