

# 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 +
- Guaranteed hours
- Permanent contract
- Advance pay policy
- Interest-free loans
- Home Office Sponsorship License for Skilled Worker Visa
- 10% profit-share bonus
- 4wk+ notice of rota
- Income Protection Insurance Cover

## Security



## Fulfilment



Green Tourism GOLD award for sustainability  
Charity partnerships  
Local schools partnership  
Quality Assurance to celebrate success  
Autonomy of decision-making  
Cross and up-skilling opportunities  
Cross-Team Action Groups  
EAP & 24/7 confidential helpline -

- Paid internships
- Flexible working
- Job share options
- Hybrid working & WFH
- Cyclical coaching
- Personal training plan
- Clear promotion structure

## Opportunity



## Respect



Clear HR policies  
Inclusive recruitment practices  
Mercat Holiday Home  
MHFA onsite  
Bike to Work scheme  
Period Poverty support  
Pronoun badges  
ASVA card benefit  
Signposting; financial, legal wellbeing

- Recognised trade union
- Annual personal review
- Multi-channel team consultation
- Regular team meetings
- Annual full team conference
- Annual team survey and Directors' review
- Clear line of responsibility
- Clear comms structure

## Effective Voice

