

# What we offer

In addition to a competitive base salary, we have an exciting range of perks and benefits which we believe help you to learn well, work well and live well, including:

- ✓ Work with a highly talented team – inclusive culture
- ✓ Regular 1-2-1's and access to our new Learning Management System for training and career development
- ✓ We currently benefit from hybrid/flexible working arrangements under our Flex+ policy
- ✓ Company socials and more unique perks linked to our Mercia Heart programme
- ✓ 28 days' annual leave (FTE), with 3 of these days automatically allocated for use between Christmas and New Year, plus bank holidays
- ✓ Option to buy annual leave - up to 1 additional working week each year
- ✓ Option to carry forward up to 5 days of annual leave each year
- ✓ Annual Mercia Appreciation Day to be taken on your birthday (from January 2023)
- ✓ Mercia Save as You Earn (SAYE) Options Scheme (with qualifying service)
- ✓ Group Pension Scheme with employer contribution up to 11% (with qualifying service)
- ✓ Discretionary Group Bonus Scheme (subject to scheme rules)
- ✓ Electric Vehicle Scheme (with qualifying service)
- ✓ Wellbeing support – including a dedicated counselling service and a team of qualified Mental Health First Aiders
- ✓ Enhanced Maternity & Paternity Leave/Pay (with qualifying service)
- ✓ Life assurance at 4 x salary
- ✓ Private healthcare plan
- ✓ Income Protection Scheme
- ✓ Personal Accident Scheme
- ✓ Long Term Incentive Schemes
- ✓ Cycle to Work Scheme
- ✓ 2 Mercia Spirit charity days annually
- ✓ Annual flu vaccines for those under 50
- ✓ Access to health checks with Health Shield at discounted rates