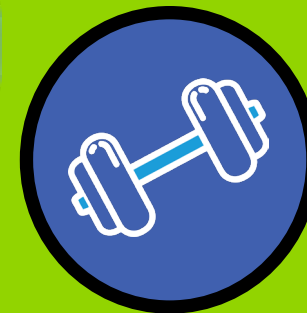


medica:

Employee benefit guide



As part of our commitment to your wellbeing, professional growth and success, this booklet outlines the range of benefits designed to enhance your work-life balance at Medica.



Medica offer

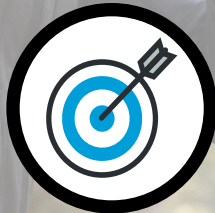
Core benefits



Annual salary review



Enhanced annual leave



Annual performance review



Enhanced family leave



Enhanced sick leave



Life assurance



Pension scheme



Annual bonus

Optional benefits



Employee assistance programme



Cycle to work



Health cash plan



Cancer cover



MyGym discounts



Discount offers



Will writing service



Wellbeing webinars



Smart Health App/
Private GP access



Eye tests



Subsidised car parking

Your core benefits

Core benefits refer to the basic benefits which Medica employees enjoy as part of their contractual entitlement.

Salary

Salaries are reviewed annually and externally benchmarked. Medica is a Real Living Wage Employer and as such is committed to fair wages.

We are a
Living Wage
Employer




Medica supports employees' financial wellbeing by enabling access to our appointed financial advisers who give employees independent free advice on pensions and other financial benefits.

Bonus

All employees are eligible for a non-contractual annual bonus which is based on personal performance and Medica's performance against business goals. Bonus levels are dependent on the role and are set at 10%, 15% and 20% of base annual salary.

Pension scheme



Salary sacrifice pension arrangement. Minimum employee contribution of 4% of base salary with the option to increase your contribution at any time.



Core benefits continued...

Enhanced family friendly policies

Generous payments to support maternity, paternity, adoption and shared parental leave.

Life assurance

Day one enrolment to Medica's group life assurance. Entitlement to 4x annual salary.

Enhanced sick leave

10 days' paid sick leave after successful completion of probation in the first year of employment. After the first year of employment this increases to 4 weeks' full pay and a further 4 weeks' half pay.



Enhanced annual leave

In addition to bank holidays, dependent on role, employees are entitled to either 22 days or 25 days holiday each year. This increases by one day each year for the first three years of employment up to the maximum of either 25 days or 28 days each year.



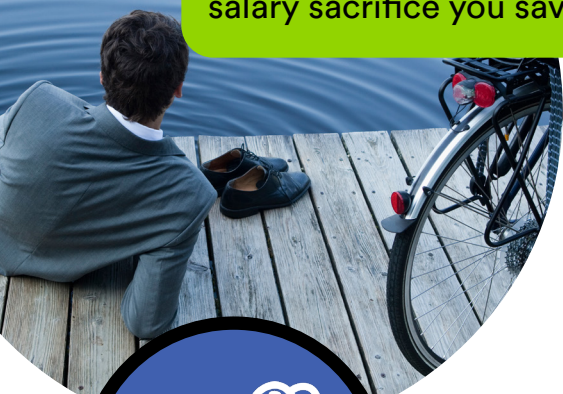
Health, wealth and happiness

To support our colleagues, Medica provides a wide range of benefits to help you look after your physical, mental and financial wellbeing.



Cycle2work

A bicycle is an ideal way to have a positive impact on the environment. You can use it some days to commute to work, and it's also a great way of keeping fit. You can spread the cost of a new bicycle over 12 months, and by doing this through salary sacrifice you save on your tax and NI contributions.



Discounts & offers

You can access competitions and great discount offers by navigating to your MoorePay benefits page and selecting discounts. Check in regularly for the latest offers.



MyGym discounts

Benefit from discounts at over 3,500 gyms, health clubs, leisure centres, yoga studios, bootcamps and outdoor activities across the UK. Even if you are currently a member at one of the listed gyms you may still be able to benefit from a corporate discount. On average you'll save 16.5% and many gyms waive the joining fee too.

Health, wealth and happiness continued...



PARKING

If you travel to our head office by car you can sign up for a parking permit as salary sacrifice giving you a saving on your tax and NI contributions.

Wellbeing webinars

Medica offers wellbeing webinars on a regular basis. A wide range of subjects are covered from relaxation techniques to financial wellbeing.

Eye tests

You can arrange an eye test at any opticians annually. You can claim a set amount towards your eye test and any newly prescribed glasses that you need to use specifically for computer work.

Will writing service

WSL offers convenient will writing appointments which are available daytimes and evenings seven days a week. Regardless of whether you choose a home, telephone or video chat appointment, the same team of friendly, experienced legal consultants will guide you through the complexities of writing your will. You will receive up to 34% employee discount on the cost of the basic single or mirror will, and a 7.5% discount on any additional services you may require.



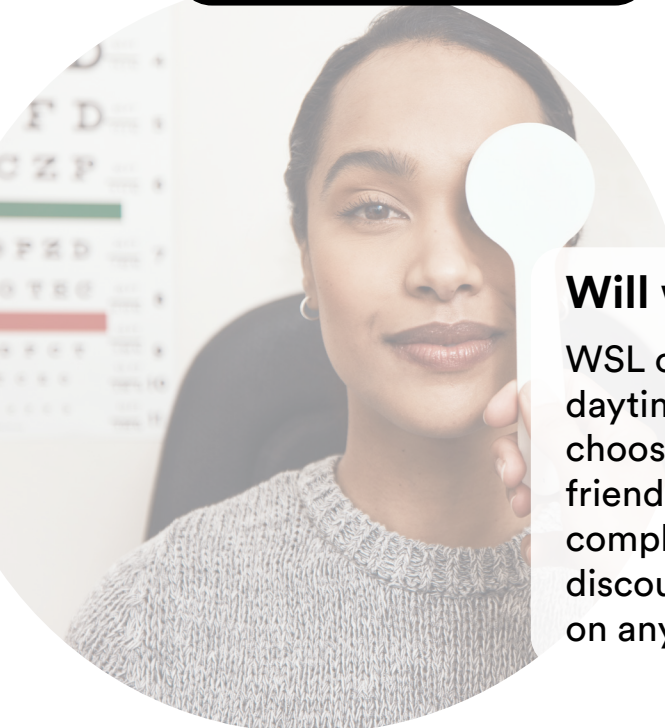
Smart health app

Free unlimited access to 24/7 GP video consultations, second medical opinion, mental health support, health checks, nutritionist consultations and fitness programmes.



Cashback

You can sign up to TopCashback to get cash back offers from a range of retailers.



Health, wealth and happiness continued...



Cancer cover

Plan4Life cancer cover is designed to cushion you and your family financially during this difficult time. By paying a monthly premium it will provide you with a lump sum payment to help you cover your living costs.

Health cash plan

An excellent way to manage the cost of your everyday healthcare. Pay a small monthly premium and you can claim cash back on a range of services including dental, optical, osteopathy, homeopathy, reflexology and chiropody. Plans available from a single person to family cover.

Employee assistance programme

When you need someone to talk to, you can access telephone counselling support, legal, financial and health advice. Free and confidential service and support from qualified counsellors and professionals, 24/7 365 days a year.



Workplace culture

Beyond the desk, we believe in building connections. We run various social activities that foster friendships and collaboration. As a company, we prioritise the growth of our colleagues.

We believe that investing in you ultimately drives our collective success. Expect to be encouraged, challenged and supported in your journey towards meaningful career progression.



Hybrid working

Work equipment

Learning and development

Apprenticeships

Recognition

Social events



Working for Medica

We are committed to supporting our employees both in achieving the best work/life balance and in great career development.

Learning & development

All employees can request training that relates to their role to enhance their professional development. Approved training will be funded by Medica.

Apprenticeships

Medica offers fully funded apprenticeships up to level 5 that are designed to help you develop skills and knowledge across a range of areas.

Recognition

Annual staff awards are held to celebrate outstanding employee contribution to the business.

Social events

Medica arrange various social events throughout the year to encourage team building, and also as an opportunity for employees to meet face to face.



Working for Medica continued...

Hybrid working arrangements

Employees can request a hybrid working arrangement with their line manager. This is available to all Medica employees on office-based contracts.

Work equipment

Medica will provide you with a laptop for office and home working use. You can request second screens and other supporting IT equipment to enable working from home.

For more information email
JoinUs@medica.co.uk or visit

www.medica.co.uk/work-with-us/careers

