

# EMPLOYEE BENEFITS.

Institution of  
**MECHANICAL  
ENGINEERS**

## The Institution of Mechanical Engineers offers a generous benefits package for its employees.

Those new to the Institution will find themselves part of an organisation with an impressive history, long tradition and fine reputation. As an accredited Investor in People and a committed equal opportunities employer, we recognise that future success depends entirely on the quality of our employees and their continuing development in order to help them reach their full potential. We reward our employees for their efforts and achievements, and are dedicated to making their experience of working with us a fulfilling and enjoyable one.

Our employee benefits package reflects these values and gives you the opportunity to achieve and maintain a healthy work-life balance:

- Stakeholder Pension Scheme
- BUPA Private Medical Insurance
- Life Assurance worth three times your annual salary
- Occupational Health Assessments
- Free and confidential Employee Assistance Programme
- Contribution towards Eye Tests and Spectacles (if applicable)
- Annual Learning at Work Day

- Sick Pay, Maternity and Paternity Leave above Statutory
- Flexible Working
- A minimum of 26 days' Annual Leave exclusive of public bank holidays
- All employees receive an annual Institution day
- Volunteering Policy – An allowance of 2 paid days a year to volunteer for charity
- Annual Personal Development and Review Plan and Salary Review
- Individual and Corporate Training for all Staff, including Sponsored Study
- Free Membership of the Institution
- Professional Membership Subscription for employees
- Interest-free Season Ticket Loan after four weeks' service
- Cycle to Work scheme – an alternative to public transport with cost savings
- Give As You Earn scheme
- Discounted meals at the Institution of Civil Engineers (ICE)
- Discounted gym membership for employees and eligible family members through Incorporate

If you are interested in working in an organisation which values employees in a Learned Society environment and is dedicated to the support of the mechanical engineering community, then we very much look forward to receiving your application.

Improving the world through engineering

