



# BENEFITS ON ANY BUDGET



**IF YOU BUILD IT...**

**DREAM BIG, START SMALL**

**SHARING IS CARING**

**AFTER PARTY/Q&A**





# IF YOU BUILD IT—YOUR BENEFIT STRATEGY

## WHAT ARE YOU TRYING TO ACHIEVE?

- Improve staff retention
- Decrease absence
- Enhance recruitment
- Decrease insurance claims
- Boost morale
- Boost productivity

## WHAT ENGAGEMENT TOOLS DO YOU HAVE?

- Benefit portal
- Email
- Notice boards (physical or digital)
- Employee groups
- Intranet

## STRATEGY TO-DO

- Link to current business projects
- Perform a SWOT (strengths, weaknesses, opportunities, threats) on your current offering
- Gather ROI (return on investment) stats for new benefits
- Display survey results/common issues raised and how your strategy addresses it
- Work with other HR teams to garner feedback
- Review score on Glassdoor
- Work with a broker/adviser
- Work out your budget (even if it is nothing)
- Get excited about it (if you aren't, others won't be) and document what makes it exciting

# DREAM BIG, START SMALL – NO BUDGET

## SETTING UP EMPLOYEE GROUPS

Can cover anything but good places to start are Mental Health, Disability, Ethnicity, Gender, Climate and Special Interest  
Employee groups bring employees together, gives them a voice and are a vital source of information.

## LOCAL DISCOUNTS

Reaching out to local services like shops or service providers and asking for a discount that you can pass on to staff helps both your business and their business. If you have a spare meeting room, you could even explore allowing providers on site.

## DESK DROPS

Reaching out to your existing providers to see if they have any freebies is a great way of improving engagement and everyone loves a freebie!

## MAIN BENEFIT ADD-ONS

A lot of pension, income protection and life assurance products have add-ons like EAP's, virtual GP's, discount sites or financial planning tools.

## WELLBEING LINKS

Gather NHS links or links to current wellbeing services in one place. Whilst not a 'benefit' in itself, this signposting can be a lifeline for employees.

## HOLIDAY PURCHASE/HOLIDAY POLICY/FLEXIBLE WORKING

Encourage regular policy reviews and where it isn't possible to bring in traditional benefits, see if the company would consider introducing better flexibility, birthday or festive period 'gift days'.



# DREAM BIG, START SMALL – SMALL BUDGET

## WELLBEING APPS

There are some great low cost apps on the market that you could fund for employees. Examples include mental health apps, fitness apps or ESG apps.

## EMPLOYEE FUNDED BENEFITS

Benefits like cycle to work, tech vouchers, at home health tests, health screens or health cash plan are all great examples.

## FINANCIAL 1-2-1S

There are providers who can offer 15 minutes/half hour financial 1-2-1's. May exclude some advice types (like pension) but can help an employee with credit cards, rent, mortgage and are a great financial wellbeing benefit.

## WELLBEING WORKSHOPS

There are health professionals who can deliver one off workshops and webinars on specialised subjects such as good sleep practises, hormone health, menopause and other conditions. This is also a great way to softly introduce a potential new provider.

## EAP WITH FACE TO FACE COUNSELLING

Although this costs more than a standard EAP, if you have no other mental health support, it is a great way for employees in crisis to be introduced to the benefits of therapy with additional practical support.





# DREAM BIG, START SMALL – MID BUDGET

## **LIFE ASSURANCE/INCOME PROTECTION**

If you haven't already got these benefits, they are well worth looking at and are often expected as the 'bare minimum' of a benefit package. Depending on headcount and salaries they could fall into small/large budget.

## **AT HOME HEALTH TESTS**

Employer funded home health tests can be a great way to get employees to engage with other health benefits you already have or make positive wellbeing decisions for their unique health journey. There are a lot of tests on the market for fertility, menopause, hormones and food intolerances. Make sure you go with a reputable provider.

## **RECOGNITION VOUCHERS**

Even a small thank you can go a long way. Getting a recognition scheme in place and having gift vouchers or other prizes for big achievements is a great way to boost morale and team work.

## **HEALTH CASH PLAN**

Helping employees with every day medical expenses like dental and eye care can have a big impact on wellbeing in your company. Employer funded ensures the highest take up, especially if you already have a private medical insurance plan in place.

## **DENTAL**

With NHS dentistry becoming increasingly hard to find and expensive, giving employees an alternative or a way of claiming back some of the cost or finding a dentist can improve wellbeing.





# DREAM BIG, START SMALL – LARGE BUDGET

## **NO EXCESS PRIVATE MEDICAL INSURANCE**

This ensures that employees who are lower paid and/or struggling financially can still access treatment to get them back to work faster and improve their overall wellbeing.

## **ADD HEALTH SERVICES TO EXISTING PMI**

Asking your adviser/provider what additional services can be added to your policy can be an effective way of improving wellbeing. Gender affirmation care, fertility and mental health are all areas that can have a major impact.

## **INCREASE IN EMPLOYER PENSION CONTRIBUTIONS**

Even a small increase can have a big impact on employee retirement incomes. Employees, even younger generations, are becoming increasingly aware that the state pension will not sustain them at retirement.

## **INVESTING IN TECHNOLOGY**

If you don't have an employee benefit portal, it is well worth investing in the technology. It makes benefit selection and management much easier. If a portal won't work for your employees, seeing what other technology can be found to help with engagement is always a good investment.





# SHARING IS CARING – SLIDO/MICS





# THE AFTER PARTY

- **HAVE A CLEAR STRATEGY**
- **FIND YOUR CHEERLEADERS**
- **NO IDEA IS TOO BIG OR TOO SMALL**
- **YOU CAN ALWAYS DO 'SOMETHING'**





**Thank you**