

A Guide to Employee Benefits



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AN EMPLOYERS GUIDE

Introduction

Employee benefits are becoming increasingly important, especially when attracting talent. Research shows that job seekers prioritise benefits information on company websites, so a strong benefits package is crucial.



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WHO ARE PRIMED?

We provide businesses nationwide with **HR & Health & Safety** advice, resources & personal support.

Our aim is to inspire confident decision making when it comes to managing people, health & safety & workplace compliance.

We help businesses:

- ✓ Comply with UK employment law & health & safety legislation
- ✓ Respond to challenges relating to your people & their safety
- ✓ Improve your ability to manage people & workplace compliance effectively



Attracting Talent with Benefits

Today's candidates look beyond salary, seeking company culture, career growth, and attractive benefits. To entice the best candidates, clearly define your offerings. Start with an appealing employee package and highlight it on your careers page and during interviews.

Employee Value Proposition (EVP)

EVP encompasses all benefits and rewards employees receive. By showcasing rewards, benefits, perks, training, and career development, your business can attract top talent who value more than just a high salary.

Offering the Right Package

Rewarding employees is essential for engagement and motivation. While monetary rewards are important, bonuses and other benefits contribute to a strong EVP.

Beyond Monetary Rewards

Effective retention strategies don't have to be expensive. Employees value commitment, inclusion, and feeling like a valued part of the company. Organisations are focusing on reducing attrition and improving talent retention.

Benefits of a Retention Programme

A good benefits package aids retention, offering several advantages:

- Reduced recruitment, selection, and training costs.
- Improved customer loyalty and satisfaction.
- Enhanced performance, productivity, and profitability.

Core Benefits

Consider offering core benefits like:

- Pension (Contributory)
- Private Medical Insurance
- Dental Plan
- Permanent Health Insurance

Other Benefits

Enhance your benefits package with options like:

- Share option schemes
- Professional membership subscriptions
- Suggestion scheme awards
- Incremental holiday entitlement
- Extended maternity/paternity leave



Minimum Statutory Benefits

Ensure compliance with UK law by providing:

- Statutory Maternity Pay (SMP)
- Statutory Paternity Pay (SPP)
- Statutory Adoption Pay (SAP)
- Parental Leave
- Statutory Sick Pay
- Annual Holiday Entitlement

Additional Value-Add Benefits

Go beyond the legal minimum with benefits like:

- Savings and Investment Plan
- Income Protection
- Meal Allowances
- Sick Pay
- Staff Product Schemes
- Service Discount Schemes
- Unpaid/Paid Sabbatical Options
- Flexible Working
- Company Car/Car Allowance
- Company Pension Scheme
- Travel Allowances
- Season Ticket Loan
- Vision Care
- Mental Health Cover
- Bonus Schemes
- Profit-Related Schemes
- Private Health Insurance
- Financial Contributions
- Funding for Education
- Medical/Dental Insurance
- Prescription Drug Cover
- Subsidised Gym Membership
- Professional Subscriptions
- Life Assurance
- Maternity/Paternity Provision
- Eligible Dependent Benefits
- Domestic Partner Benefits
- Cycle to Work Scheme
- CSR and Charity Events



Executive Benefits

Reward senior team members and executives with exclusive benefits:

- Contributions to company/private pension schemes
- Flexible working hours and work-from-home options
- Life Assurance
- Equity in the business
- Paid home telephone/broadband/mobile phone bills
- Private Health Insurance (full or subsidised)
- Company-supplied laptop/mobile phone
- Share option schemes
- Holiday entitlement (25 days plus)
- Car allowance
- Industry-specific benefits
- Commissions and bonuses

Simple Low-Cost Benefit Ideas

Consider these budget-friendly benefits:

- Work-from-home days
- On-site yoga classes
- "Pizza Fridays" or other fun food deliveries
- Group movie outings or free movie passes
- "Shining Star" employee reward programme
- Computer discounts
- Free car washes
- Office chill-out area
- Health club membership discounts
- Placement incentives



Other Benefit Ideas

Explore additional benefits like:

- In-house cook
- Passing along accrued corporate perks (e.g., airline miles)
- Free seminars
- Bartering with local businesses for services or discounts
- On-site therapist visits
- Free fruit for employees

Ideas for Long Service Awards

- Recognise employee loyalty with:
- Ceremonies with refreshments and gifts
- Engraved trophies

Introducing a New Benefits Scheme

Before introducing new benefits, conduct employee surveys or focus groups to understand employee preferences and benchmark against competitors. Prioritise competitive salaries and unique benefits.

Launching and Marketing a Benefits Scheme

Launch your benefits scheme gradually, increasing communication to build interest. Conduct post-launch surveys to monitor satisfaction. Market your scheme effectively, both internally and externally, using an HR/benefits brand and creating easily accessible information about the benefits.



Compensation Structures

Choose a compensation structure that aligns with your company culture and goals. Consider options like straight salary, salary plus bonus, base plus commission, straight commission, variable commission, draw against commission, and residual commission. Evaluate the pros and cons of each structure to determine the best fit for your organisation.



Solutions to support your people strategy

We empower business owners and their teams to manage their people and Health & Safety compliance with confidence. We can act as your HR or team or work alongside your existing HR team to help you comply with the basics, respond to challenges that arise and improve your management skills in the process.

Included in Primed

- ✓ Unlimited employment & HR advice over the phone & via email
- ✓ A template employment contract
- ✓ Employment contract & policy review
- ✓ HR Handbook and essential HR policies
- ✓ Grievance & disciplinary advice & supporting template documents
- ✓ Conduct & performance management advice & supporting template documents
- ✓ Support managing absences
- ✓ Wide range of HR templates & documents in our online system

Manager Training

Set your managers up for success with our management development programmes.

Aimed at new and established managers, we offer a range of training modules to give managers essential skills. Ask us for more information.

Speak to an expert

If you'd like to arrange a call-back at a time that suits you, please visit primed.co.uk/speak-to-an-expert

Alternatively, you can call us on **01622 47 41 49**

Send us an email at info@primed.co.uk

Find out more
To find out more information visit primed.co.uk