



THE MAINE REPORT

# Company benefits – the latest benchmarks

What companies are now offering employees as part of their benefits and why you need to join them.



Q2 JUNE 2022



# A letter from our CEO

Attracting people into one's organisation is one thing, retaining them is another. With the seismic shift that businesses are experiencing due to the pandemic worldwide and Brexit in the UK, businesses are struggling to fill the skills gap and seats within the organisation. Benefits have a place front and centre as the Global workforce mindset has shifted. Remuneration remains important however, after a certain level of salary, benefits outweigh the remuneration. Rewards and Benefits tell people a lot about the company before an employee even steps through the doors.

Hybrid working is the number one priority at the moment, however some of the more traditional benefits still remain such as extra holiday allowance, free meals, right up to offering breast milk couriers between countries for female travelling executives who are nursing! Never have benefits spoken so loudly about your company and what it stands for and what they will do for people who join.

It may come as a surprise that many employees want 100% availability to benefits, however only a 1/4 of employees will ever use them. That being said, it's important you shouldn't shy away from offering your talent the best benefits there are. They say first impressions count, so ensure your benefits are used as a tool to attract future talent.

Previously, career development was always at the forefront of employee's minds. However, through natural evolution, a nudge from the pandemic changing the way we work and the wellbeing realm becoming more prevalent, flexible working is outshining career progression as a choice for future employees when choosing a role.

Below we have listed benefits we feel would be important to include, some traditional, some more up to date. For any further information please get in touch by sending an email to [meeta.sahni@themainegroup.co.uk](mailto:meeta.sahni@themainegroup.co.uk) - let's strive for success together.



Let's connect



*Meeta Sahni*



Over the last 6-12 months, we have seen a rise in the range of benefits that companies are offering their employees.

With the current cost of living crisis, employers would do well in supporting their employees lives both inside and outside the office by taking on a more holistic approach to employee benefits. As the competition for talent to attract and retain is greater, employers who adapt to offering the more holistic benefits will stand out to future employees and create full job satisfaction.





Alongside the more traditional benefits, here you can find a list of the vast array of current offerings that are repeatedly coming across our desks in job descriptions and company profiles.

Self care	Fertility
<ul style="list-style-type: none"> <li>• Hybrid Working</li> <li>• Lifestyle benefits (GP, Massage, yoga classes, beauty treatments, dry cleaning)</li> <li>• Free breakfast</li> <li>• Lunch bought by firm</li> <li>• Vouchers chosen by employees</li> <li>• Discounts to shops/experiences</li> <li>• Mental Health/ Personal days</li> <li>• Wellbeing mental and physical support/coaching</li> <li>• Clothing allowance</li> <li>• Personal travel insurance</li> <li>• Employee assistance programme</li> <li>• Extra holiday 28-30 days AL (on top of bank holidays)</li> <li>• Pets at work</li> </ul>	<ul style="list-style-type: none"> <li>• Health cover for family</li> <li>• Menstrual leave</li> <li>• Menopause support</li> <li>• Fertility support</li> <li>• Egg freezing</li> <li>• Surrogacy support</li> </ul>

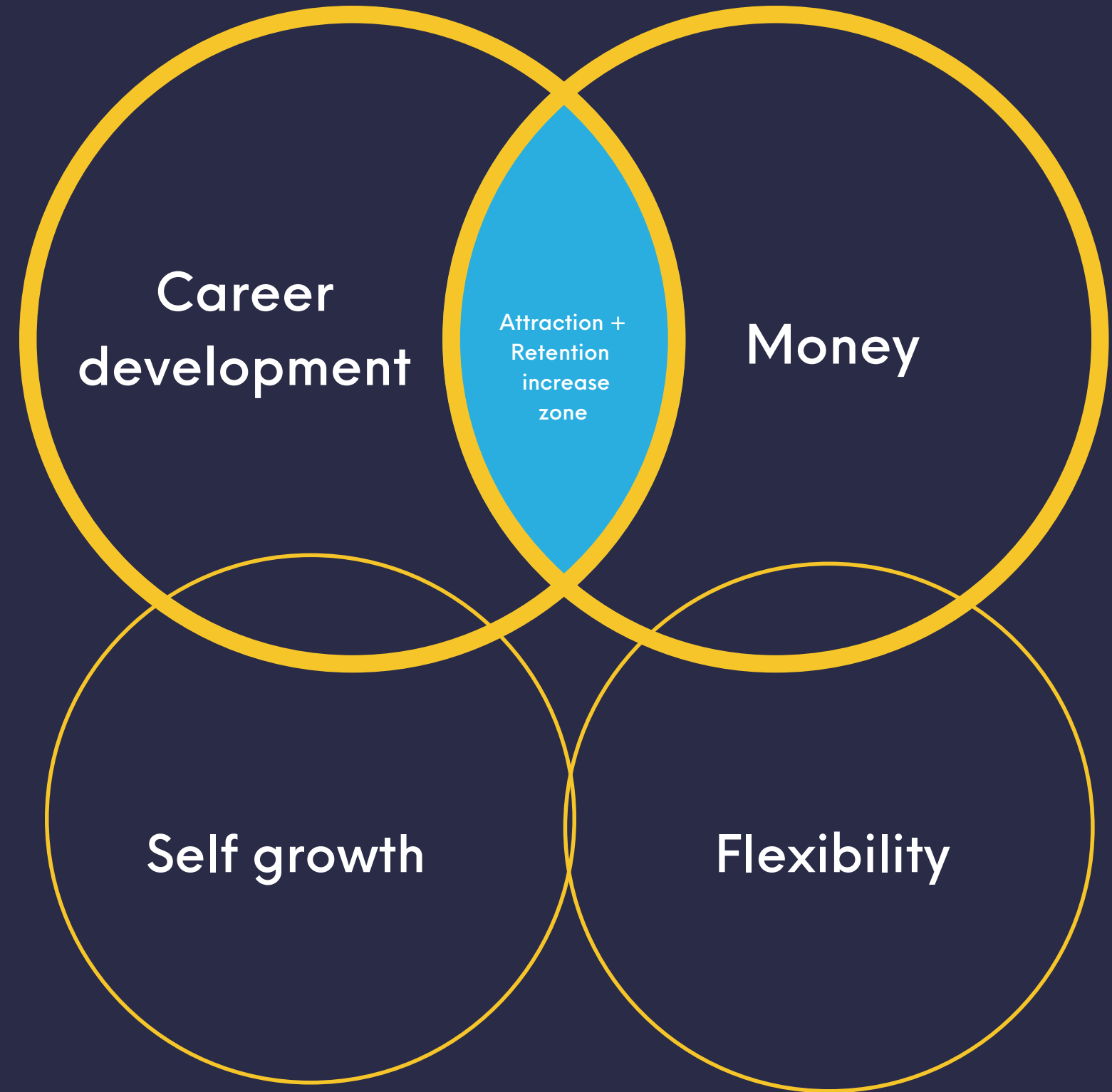
Career Development	Family & Friends
<ul style="list-style-type: none"> <li>• Team events</li> <li>• Team sports</li> <li>• Further education/ development courses</li> <li>• Travel costs covered</li> <li>• Training budget</li> <li>• Educational courses</li> </ul>	<ul style="list-style-type: none"> <li>• Discounts to shops/experiences</li> <li>• Hybrid working</li> <li>• Mental Health/ Personal days</li> <li>• Wellbeing mental and physical support/coaching</li> <li>• Fertility support</li> <li>• Extra holiday 28-30 days AL (on top of bank holidays)</li> <li>• Supporting the elderly</li> </ul>



## Pre 2020

Pre pandemic career development and money expectations were a priority for employees. Self growth and flexibility certainly played a part but were not the driving force.

We may have seen these requirements as employees level of importance. If they didn't get as much money as expected but had the title/position they desired, you were hitting at least one point of satisfaction.



## Post 2020

Post pandemic, the world and its priorities have changed. Career development and money are still a large factor employees take into consideration when looking for a new job, however flexibility and self growth have increased in importance. Therefore if you as an organisation can offer the more chances for staff to develop their skills, have flexibility for working hours and locations as well as offer the position that suits their level, there is no doubt retention rates will rise as employees gain more satisfaction.



# CIPD - UK Reward Management Survey 2022

The Reward Management survey examines the benefits employers provide their employees in the UK. The survey took place in October 2021, with 280 reward professionals completing the questionnaire from the private (70%), public (15%) and voluntary (15%) sectors.

- **Career and wellbeing benefits**

Training and career development opportunities for all or some staff are offered by 92% of employers.

- **Career and professional development benefits\***

92% offer training and career development opportunities

- **Health and wellbeing benefits\*\***

Most organisations offer an employee assistance programme (EAP), such as support, counselling, or helpline, is the most common type of health or wellbeing benefit, with 78% of organisations now offering it, 76% to all staff and 2% to just some

Read the full report [here](#)





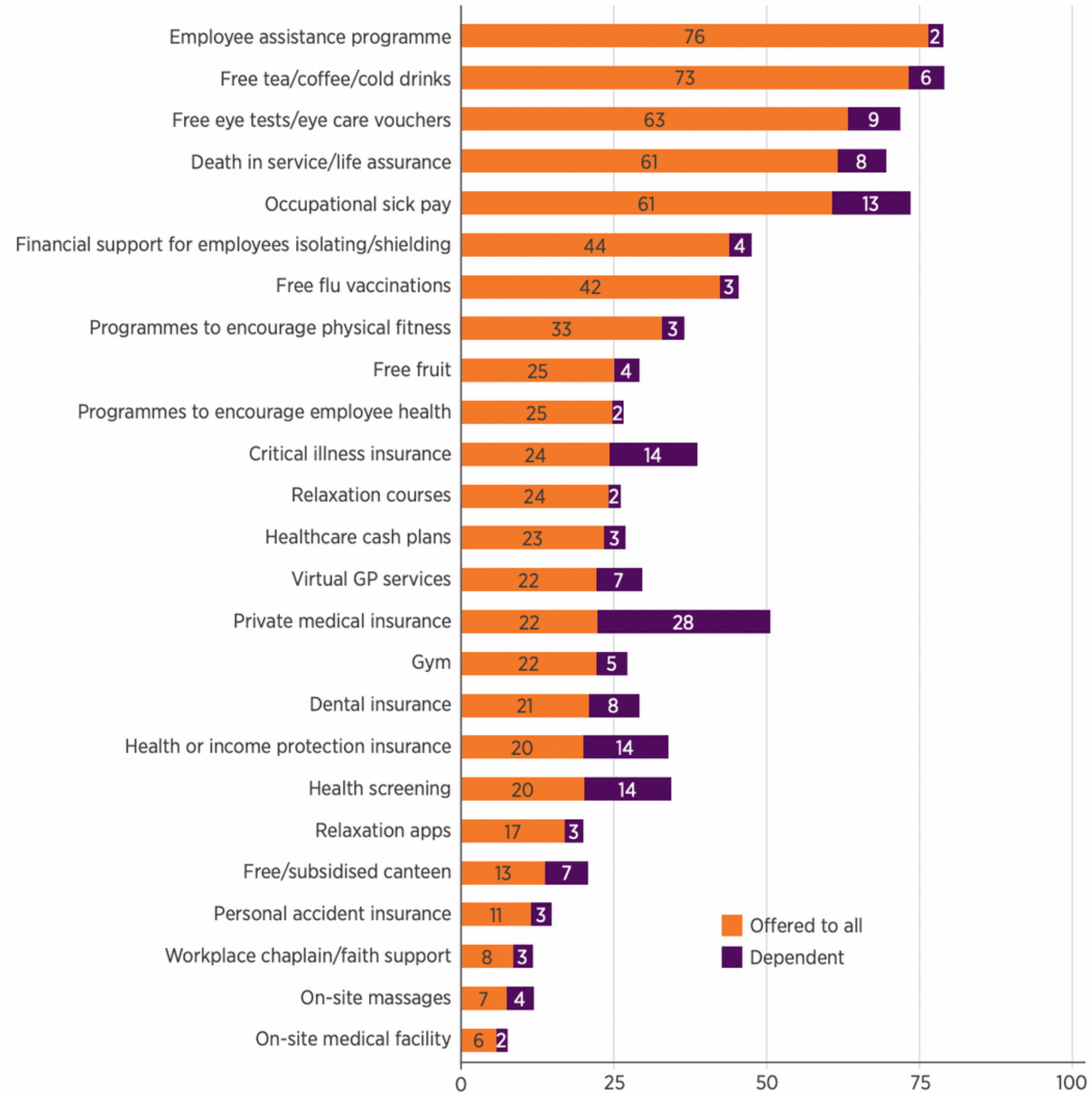
**Figure 1: Career and professional development benefits on offer (%)**



Base: n=253. 'Dependent' indicates a benefit offered to some staff dependent on grade, seniority, location, job, role, and so on.







Base: n=231. Benefits offered to all by more than 5% of organisations.



As part of our support to businesses to help them retain their people through development and coaching, we hold specific training that can assist with the below:

Onboarding & Induction | Training | Coaching | Leadership Programmes  
| Succession Planning | Cultural Frameworks | Rewards & Benefits | Role  
evaluation |

If you would like to know more about the rest of our areas we can offer for training, consulting and advising please [click here](#).

All courses can also be tailored for Office Managers, Business Assistants, Personal Assistants, or Operation Managers.

Email: [meeta.sahni@themainegroup.co.uk](mailto:meeta.sahni@themainegroup.co.uk) to discuss how we can help you further.





# GET IN TOUCH

If you would like to register with us, you need a new member of your team, or you have a general enquiry about scaling your organisation through recruiting and retaining the right staff, drop an **email to: [meeta.sahni@themainegroup.co.uk](mailto:meeta.sahni@themainegroup.co.uk)** or **call us on 020 7734 7341**

The Maine Report is a quarterly report we send out to inform you on the latest industry news to keep you up to date in the business, recruitment and consultancy sectors.



<https://www.themainegroup.co.uk>



[@themainegroup](https://www.instagram.com/themainegroup)



[The Maine Group](https://www.linkedin.com/company/the-maine-group)

