

# Employee Benefits: Good for Business

Employee benefits can save a company with 1,000 employees more than **£125,000** per year and save each employee over **£3,000** per year.

Let's explore the impact this can have



## THE AVERAGE UK EMPLOYEE



### WAGES



Earns **£27,600**

### DEBT



Owes **£11,306<sup>†</sup>**

### PARENTING



Has **2 children**

### MENTAL HEALTH



Has a **25% chance** of suffering from a diagnosable mental health condition this year

### HOLIDAYS



Spends **£1,300** on their annual holiday<sup>§</sup>

### HEATING & FUEL



Spends **£314** per month on heating & fuel<sup>^</sup>

### CLOTHING



Spends **£101** per month on clothing<sup>^</sup>

### FOOD



Spends **£244** per month on food<sup>^</sup>

### RECREATION



Spends **£295** per month on recreation<sup>^</sup>



## OUR IMPACT



Equivalent to a **13% pay rise**



### EVERYDAY DISCOUNTS

Save **£1,080**

per year via shopping & recreation discounts\*



### CHILDCARE

Save **£930**

per year on childcare costs (under childcare voucher scheme) or up to **£2,000** per child via Tax Free Childcare<sup>†</sup>



### FAIR VALUE LOAN

Save **£1,695**

per year on debt interest payment (based on 5% APR versus 20% APR)<sup>§</sup>



### BUT REMEMBER...

This doesn't account for the impact of an EAP on employee wellbeing, peace of mind from employee insurance or our other benefits.

#### SOURCE

\* ONS Average Household Numbers, 2015/16 & Personal Group client statistics, 2016  
<sup>†</sup> Sodexo, 2017  
<sup>§</sup> DNA of Financial Wellbeing, Neyber, 2017



## A SAMPLE UK EMPLOYER



### EMPLOYEES



Has **1,000 employees**

### ABSENCE



Suffers **6 days absence**

per employee, per year

### RECRUITMENT



Spends **£5,433**

to replace each employee<sup>†</sup>

### STAFF ATTRITION



Has **15% attrition**

(UK average)<sup>†</sup>



Rising to **19% attrition in healthcare**<sup>†</sup>



Rising to **26% attrition in hospitality or logistics**<sup>†</sup>

### PRODUCTIVITY



Loses **£25,000 in lost productivity**

during the first 28 weeks of each new hire<sup>†</sup>



## OUR IMPACT



Equivalent to over **£125,000<sup>†</sup>** cost savings each year



### PAYSLIPS

Save **£12,000**

per year via e-payslips\*



### HEALTH AND WELLBEING

**↑ 5% improvement**

of the current absence rate



### SALARY SACRIFICE

**Tax savings**

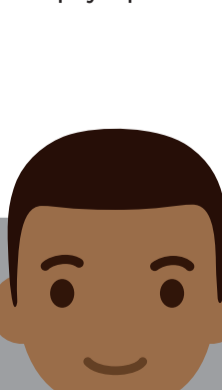
through provision of **cycle to work** & **holiday buy/sell**\*



### ATTRITION

**↑ 5% improvement**

of current attrition



### BUT REMEMBER...

This doesn't account for additional tax savings from car salary sacrifice schemes, further cost savings if employee usage is more than 1% for cycle to work & 2% holiday buy/sell, the value of benefits analytics & management information or the impact of joining Personal Groups' client community.

#### SOURCE

\* Personal Group client statistics, 2016  
<sup>†</sup> Based on 1% uptake of cycle to work and only 2% of employees purchasing 1 week additional holidays

To find out how much you could save your employees and your business, check out our ROI Calculator.

Visit [personalgroup.com/roi-calculator/](http://personalgroup.com/roi-calculator/) and try it out for yourself!

