

Employee Benefits: Good for Business

Employee benefits can save a company with 1,000 employees more than **£180,000** 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



Has **£15,400**[†] of household debt

PARENTING



Has **2 children**[^]

MENTAL HEALTH



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

SOURCE

* Median average
 ** incometaxcalculator.org.uk
 † <https://www.theguardian.com/business/2019/jan/07/average-uk-household-debt-now-stands-at-record-15400>
 ‡ thisismoney.co.uk
 ‣ <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/expenditure/bulletins/familyspendingintheuk/financialyearendingmarch2016>

HOLIDAYS



Spends **£1,123** on household holidays per year[§]

HEATING & FUEL



Has household spend of **£304** per month on heating & fuel[^]

CLOTHING



Has household spend of **£97** per month on clothing[^]

FOOD



Has household spend of **£242** per month on food[^]

RECREATION



Has household spend of **£298** per month on recreation[^]



OUR IMPACT



Equivalent to a **13% pay rise** via savings of over **£3,500**



EVERYDAY DISCOUNTS

Save **£1,097**

on household spend per year via shopping and recreation discounts*



CHILDCARE

Save **£933**

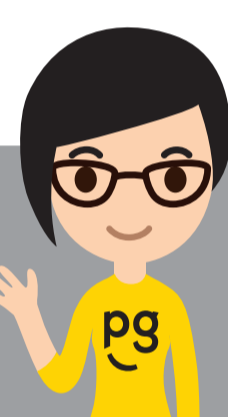
per year on childcare costs (under childcare voucher scheme) or up to **£2,000** per child via Tax Free Childcare[†]



FAIR VALUE LOAN

Save **£1,696**

per year on debt interest payment on average household debt (based on 5% APR versus 20% APR)[§]



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, 2019 & Personal Group client statistics, 2016
 † Sodexo, 2017
 § DNA of Financial Wellbeing, Neyber, 2017



A SAMPLE UK EMPLOYER



EMPLOYS



Has **1,000** employees

ABSENCE



Suffers **6 days** absence per employee, per year[†]

RECRUITMENT



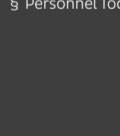
Spends **£5,433** to replace each employee[‡]

STAFF ATTRITION



Has **15% attrition** (UK average)[†]

PAYSLIPS



Spends **£1** per payslip per employee

PRODUCTIVITY



Loses **£25,000** in lost productivity during the first 28 weeks of each new hire[‡]

SOURCE

* Monster, 2017
 † The Cost of Brain Drain, Oxford Economics, 2014
 ‡ Personnel Today 2015



OUR IMPACT

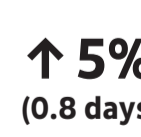


Equivalent to over **£180,000**[†] cost savings each year



PAYSLIPS

Save **£12,000** per year via e-payslips*



HEALTH AND WELLBEING

↑ 5% (0.8 days) improvement of the current absence rate*



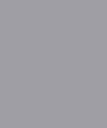
SALARY SACRIFICE

Tax savings through provision of cycle to work and holiday buy/sell*



ATTRITION

↑ 5% improvement of current attrition from 15% to 14.25%*



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, 2019
 † 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/ and try it out for yourself!

