



Spotlight on...

Additional Services from Excellect



EXCELLECT[®]
EVERYONE BENEFITS

W www.excellect.co.uk **T** 0117 370 0352 **E** benefits@excellect.co.uk

Spotlight on Additional Services from Excellect

We want to help employers attract and retain the best employees by offering the best employee benefit packages. However there are many other ways in which Excellect can help and support our clients. Here are some of our most frequently requested services. You can be confident with Excellect that whatever your employee benefit needs, we're here to help you.

Free Employee Benefit reviews

Is there a strategy behind the benefits you offer, or have they "accumulated" over the years? Do your benefits help you to attract, motivate, and retain your employees? Employee benefits are ever evolving and so here are just a few reasons to have a FREE review:

- You may be able to reduce existing benefit costs. Let Excellect shop around for you.
- Discover the current range of employee benefits, or find policies offering wider cover.
- Find out which benefits are popular with other companies and why.

Flexible Benefit platforms

With today's multi-generational workforces, it's challenging to offer benefits all employees will value as people at various stages of their lives understandably want different things. A Flexible Benefits platform with a wide range of benefits from which employees choose can be the solution. It means they select the benefits they value most, and which fit into their own lives. Total Reward Statements (which can be highly motivational) can be included as they tangibly show employees how much their remuneration package is really worth.

Competitor analysis and benefits benchmarking

Attracting and retaining the best people can make a major difference to the success of a business, but competition is fierce. Could your competitor's employee benefits be what is making them the employer of choice? Let us find out for you! Provide us with sufficient competitor names and if they are large enough for the information to be openly available, we can research and report back to you with the results. This is a good start point to move forward with costing out benefits - not only to match your competitors, but to exceed them.

We also offer benefits benchmarking which gives insight into what other companies in your sector offer, providing you with an indicator of what you need to do to attract and retain the best employees.

*A fee may apply for benchmarking and competitor analysis work.

TUPE

When a business changes ownership, its employees may be protected under the Transfer of Undertakings (Protection of Employment) regulations (TUPE). TUPE regulations mean employees should not lose their existing employment rights and this includes employee benefits.

Excellect can help with the replication of benefits. We can obtain market quotes and support the business in replicating and setting up the required benefits in readiness for the TUPE completion deadline.

International benefits

We have experience of working with businesses with international operations. Often the relationship starts when an International Parent company is looking to open an UK office and replicate benefits here. We will normally set up the UK benefits, but we discuss the importance of a global benefits strategy to ensure consistency and fairness for all employees.

In terms of the international policies we can offer from the UK, there are limitations. However, through using the local knowledge and experience of our carefully selected strategic partners around the world we can provide support with a range of employee benefits.

Benefits communication

Whether you're putting employee benefits in place for the first time, reviewing existing ones, or just doing annual benefits renewal, there is often one thing that gets overlooked. **Effective Communication.** It's a common problem many employers acknowledge they would like to solve. How do you achieve maximum return on your benefits spend if your employees don't know about their benefits, don't understand them, don't use them – or just forget about them?

Excellect can support you with:

- New benefits - employee fact sheets
- New benefits launch communications e.g. webinars
- Benefits "refresher" communications – reminding employees of their benefits, and how to get the most from them

When Excellect is appointed as your benefits broker, there is no charge for these services.



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To request more information about any of the above services or for a free and no obligation benefits consultation please contact us:

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