

PREMIER**BENEFIT**SOLUTIONS



TALKING **YOUR** LANGUAGE

BENEFIT CONSULTING

HR & BENEFIT MANAGEMENT



COMMUNICATION

FINANCIAL EDUCATION & ADVICE



PREMIERBENEFIT
SOLUTIONS
TALKING YOUR LANGUAGE

ABOUT US



Sharing expertise
- delivering
successful
solutions.

Premier Benefit Solutions is a specialist provider of HR and Benefit solutions to businesses large and small.

We provide expert advice and access to leading edge technology to deliver truly integrated solutions. Our key strength is our people – we have attracted the very best talent and our senior team have unrivalled experience having all held senior positions with market leading consultancies.

Our knowledge of, and relationships with, leading benefit and technology suppliers enables us to tailor tried and tested solutions, to meet your unique business needs.

In short, this means that you benefit from leading industry expertise, innovation and technology to deliver a benefits proposition that is second to none.

BENEFIT CONSULTING

Established to challenge the status quo, we offer a different approach to benefits consulting.

Companies spend vast sums on pension and benefit provision, but few are achieving maximum returns on their investment.

This return can come in many guises, from ensuring you have the right benefits in the first place, that you are getting value for money from benefit suppliers and advisers and from the appreciation and loyalty shown by your employees because they understand and value the benefits on offer.

For many employers, benefit strategy has simply evolved over time to become a “hygiene” factor. But, when you consider you could be spending 20-30% of payroll on benefits, maybe it's time to rethink.

Whether you are thinking of offering benefits for the first time, or reviewing a benefit strategy that has simply evolved over time, we have the knowledge and expertise to add real value to your business.

We can help you develop a benefit strategy that is truly aligned to your business needs and being completely independent, we provide truly impartial advice.

We can help you assess:

- The benefits of implementing salary sacrifice.
- The competitiveness of your offering compared with your competitors.
- The appropriateness of the package recognising employee diversity.
- That the benefits match your contractual obligations and whether there are uninsured liabilities.
- Whether you are getting value for money from suppliers/advisers.
- The effectiveness of employee communications and the level of awareness/understanding/ appreciation among your employees

Premier Benefit Solutions can help you develop a benefit strategy that is truly aligned to your business needs and being completely independent, we provide truly impartial advice.

FLEXIBLE BENEFITS

Flexible benefits allow employees to match their benefits to things which are relevant to their lifestyle. Traditionally, many companies have held back from offering flexible benefits because of the administration complexities and the costs involved.

Use of Technology makes the whole process much simpler.

In addition, the concept of salary sacrifice means that flexible benefits can often be implemented at minimal or no cost to your business.

We are able to guide you through the entire process of implementing Flexible Benefits, from helping you decide whether Flex is right for your business, working with you to develop the business case, designing the plan, sourcing benefit suppliers and delivering communications.

We are very flexible in how we work with clients and are happy to take complete ownership of the project or to participate as part of your internal team.

We partner with leading software providers to deliver tried and tested solutions, with logical back-office administration processes and intuitive user interfaces. Employees have a clear view of the spend and impact on their take home pay of their choices and the ability to make their elections at home or at work.



HR & BENEFIT MANAGEMENT

Our integrated solutions add real value to your employee management processes, and can be fully integrated with any existing back office systems, whether you have already invested in sophisticated HR databases, or you are simply working from Excel spreadsheets.

Companies without a dedicated system have already recognised that the HR functions of the benefit database are a powerful business management tool in their own right.

After all, the data required to manage benefits is very similar to the data required to manage your employee records.

Once implemented, you will have all of your employee data in one place and on one database, allowing you to run powerful management information (MI) reports on all aspects of your employees' details.

You can also choose the employee self-service function so your employees can edit and update their own personal information, such as change of address or adding details about dependents.



Premier Benefit Solutions offer integrated solutions that add real value to your employee management processes.

HOLIDAY & ABSENCE MANAGEMENT

We all know that absence is one of the biggest hidden costs in the UK workplace today.

Managing holidays and other absence can also be a time consuming task.

It's now widely accepted that a clear absence management policy - properly executed - saves money and makes a measurable difference. We are able offer powerful absence management modules to enable you to store absence data, so you can measure, monitor and, most importantly, manage it.

Using an online system makes planning and managing leave simple.

Employees can see clearly what their allowance is and can use the simple interface to request leave from their line manager.

There's also a calendar where they can see their colleagues' existing requests and bookings, which makes it easier for them to plan sensibly and avoid disappointment.

Of course, the same benefits apply to the line managers and HR staff - they also get to see an overview of all their employees' requests and bookings, which makes it easier for them to manage resources.

Once an absence has been logged, you can set up the system to automatically send email alerts to specified target audiences on the basis of your chosen criteria.

For example, if it's your policy that a doctor's certificate is needed after five consecutive days' absence, a reminder email can be sent to the employee concerned and their line manager.

More importantly, you can monitor the more common causes for long-term absence such as stress-related illness or back problems. Catching these cases early lets you intervene and put a sensible policy in place, which will reduce the absence and its related costs.



COMMUNICATION

Understanding leads to appreciation, but few people fully understand the benefits provided, how they work and perhaps most importantly how much they cost.

For benefit communication to be successful, the information needs to be relevant, easily understandable, up to date and accurate.

Effective use of Technology enables you to communicate with your employees in a cost effective and manageable way, whilst ensuring the information is always up to date.

Central to many benefits communication strategies, is a total reward statement, which allows each employee to fully understand the benefits provided and the value of their benefit package.

Key supporting information can be linked to this statement including suppliers' contact details, booklets, policy conditions and downloadable forms.

Good communication - the lifeblood of every successful company.

TOTAL REWARD STATEMENTS

Most employees are surprised when they see the details of their benefits package - it's nearly always worth more than they thought it was.

This shows how important it is for employers to make sure they put in place a clear benefits communication strategy.

We offer solutions that can be integrated with your back-office or payroll system so that values are continuously refreshed and always up to date. Also because the systems are designed to produce personalised statements, employees find it more engaging.

PENSION COMMUNICATION

Pensions are probably your employees most valuable, but least understood benefit.

Because people are easily turned off by the language used and the way the information is presented, many of them don't realise the huge investment their employer is making on their behalf and, perhaps more importantly, what their likely retirement income is going to be.

We offer a range of solutions designed to give the employee clearly presented and easy-to-understand information, ranging from group presentations and workshops to online tools that help them understand the choices they need to make to complement existing pension communications.

Our online solutions include 'plain English' statements of what their likely retirement income will be and they can also enter and save details of any other pensions they have, to enable them, perhaps for the first time, to get a holistic view of their overall position.

The technology can also update unit prices on a daily basis, enable employees to obtain a breakdown of their investments and past performance of the underlying funds and access forecasting tools.

We also have particular expertise in the provision of education and advice to help companies manage change - for example implementing salary sacrifice, switching from Defined Benefit (DB) to Defined Contribution (DC) pension provision or Trust based DC to Contract based DC, or providing regulated pension transfer advice - employing the combined skills of actuaries, tax experts and financial planners.



FINANCIAL EDUCATION & ADVICE

Equipping employees with the knowledge to make fully informed financial decisions is an increasingly important benefit.

Pick up virtually any newspaper any day of the week and you will more than likely see a story about the ongoing 'pensions crisis' or the 'personal debt crisis'. Regardless of some of the sensational headlines, there is no doubt that more and more people find it hard to budget and manage their day-to-day finances, let alone save for the future.

We have developed a range of financial education programmes designed to help employees understand how to manage their financial affairs effectively, using a combination of online and offline media.

Educating employees on how their benefits fit with their wider financial needs and aspirations can be a powerful differentiator. Increasingly, employees are being asked to make choices and to take ownership of their financial wellbeing -

whether it is deciding how much to save for retirement, choosing where to invest their pension contributions or selecting flexible benefit options. Our aim is to help employees to help themselves, by equipping them with the knowledge to make fully informed decisions.

Whilst education can help, there are times when the decisions and choices are just too complicated, or too important, to make without professional advice.

As an FSA regulated firm, our independent financial advisers are able to provide advice on all financial matters to your employees. Each client has a dedicated adviser who is trained to have an in depth knowledge of your pension and benefit arrangements, to enable them to provide truly holistic advice.

Facilitating this support through a trusted source, which understands your arrangements and culture, adds significant value to your employment proposition.

Premier Benefit Solutions have developed a range of financial education programmes designed to help employees understand how to manage their financial affairs effectively



For more information please contact us at:

PREMIER**BENEFIT**SOLUTIONS
Corinthian House, 17 Lansdowne Road, Croydon CR0 2BX

t : 020 8663 5800 **f** : 020 8663 5811
e : solutions@premier-benefits.co.uk **w** : www.premier-benefits.co.uk



Registered in England. Registered No: 6036012
Registered Office: Chadwick CN A/C, The Lexicon, 10-12 Mount Street, Manchester, M2 5NT
Authorised and Regulated by the Financial Services Authority