

BENEFITS STRATEGIES

IN THE SPOTLIGHT

2019 UK BENEFITS TRENDS SURVEY



60% of employers regard themselves as 'highly effective' in all areas of benefits strategy



One in five

employers effectively differentiate their benefits from their competitors

49%



of employers claim they understand their workforce's requirements...

...Yet **just 36%** have tailored their benefits portfolio to meet their workforce needs



One in six (17%) would strongly recommend their company as a place to work based on their benefits package

BENEFIT STRATEGY PRIORITIES OVER THE NEXT THREE YEARS

Benefits portfolio	!!!!!!	67%
Financing	!!!!!!	64%
Talent experience	!!!!!!	72%
Administration & operations	!!!!!!	64%
Analytics & reporting	!!!!!!	59%

TOP CHALLENGES OVER THE NEXT THREE YEARS

56%	51%
the differing wants and needs of a multi-generational workforce	rising benefits costs

BENEFITS PORTFOLIO

76%	60%	50%	43%	37%
of businesses plan to incorporate wellbeing into their overall benefit strategies	are prioritising inclusion and diversity	are looking to improve flexibility	aim to enhance their core benefits	say financial wellbeing will be an emerging area of focus

BENEFITS FINANCING

Financial priorities for employers

57%	57%	26%
say managing operating costs	say maximising ROI from benefit spend	say sharing costs with employees

TALENT EXPERIENCE

Benefits delivery priorities for employers

	83%
are looking to enhance the communication of benefits to employees	
	70%
are focusing on online portals or apps	
	66%
will implement or enhance employee self-service	

ADMINISTRATION & OPERATIONS

79%	Almost half
say data management and security is a key priority	(45%) of employers plan to integrate all benefits information with HR data
	39%
are planning to move to a cloud-based solution for online benefits	

ANALYTICS, INSIGHTS & REPORTING

Top 3 priorities for employers

	71%
say competitor benchmarking and market insights	
	69%
say budgeting and planning	
	68%
say analysis of employee requirements	