

# Going over and above to modernise your employee benefit programme

## Why modernise?

Employee expectations are rising, workforce demographics are changing and benefits provision is evolving. Research suggests that **76% of employers are incorporating wellbeing** into their employee benefit strategies and 60% are evolving their benefits to reflect their **Inclusion & Diversity** agenda.\*

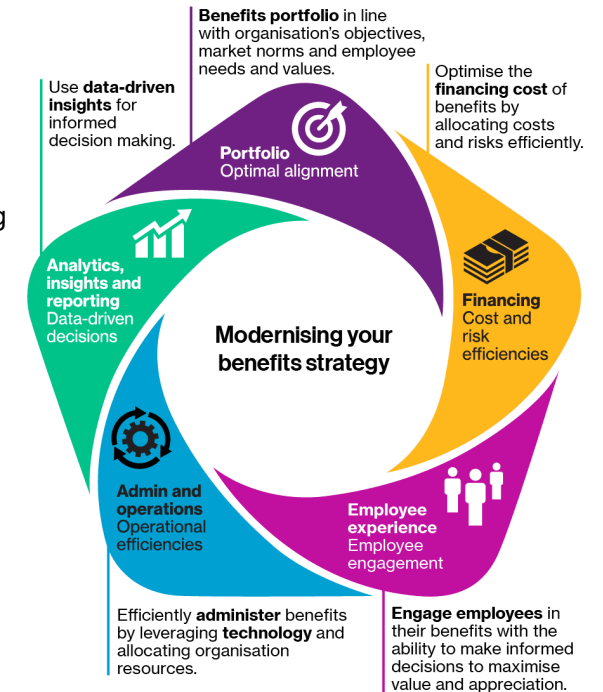
Effective risk management plays an important role in mitigating the future costs of insurance volatility and employee ill-health. Investment in preventative action - such as robust absence processes, tools and services in the areas of mental health and digital health (such as 'virtual GPs', wellness coaching and diagnostics) - are increasingly coming into focus. These elements are exacerbated by the unpredictability of the insurance market in a post COVID-19 world and the changing requirements of a remote workforce in a hybrid working environment.

Although you may regularly review the cost of your insured benefits against alternatives, have you considered whether your benefits portfolio has kept pace with the changes to your business and workforce?

A **personalised modernisation assessment** from Willis Towers Watson will:

- Assess your benefits against the dimensions of a modern benefits strategy.
- Highlight risks and uninsured liabilities to the business.
- Benchmark key aspects of your benefits against a database of 900+ UK employers.
- Identify the embedded and digital services which are already available through existing providers to ensure you are getting the most from your spend.
- Compare how employers are changing benefits in response to recent events.

\* Willis Towers Watson 2019 Benefit Trend Survey (UK)



## What's changing?

Employees are embracing their employer playing a significant role in their wellbeing, but so far programmes are coming up short.



## What output can we expect?

A personalised diagnostic, identifying opportunities to **modernise**, **de-risk** and **reduce costs** and better align your benefit provision to business objectives and people needs across your insured benefits including:

- Private medical insurance
- Life assurance and spouse pensions
- Income protection
- Critical illness
- Dental insurance and healthcare cash plans

Modernisation Assessments draw upon Willis Towers Watson's unparalleled **survey data**, intellectual capital and **benchmarking database**.

In addition to a personalised assessment documentation, a meeting with a Willis Towers Watson consultant will help you identify the opportunities, **plan changes** and **take action** to modernise your benefits.

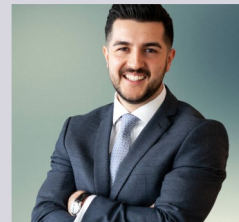
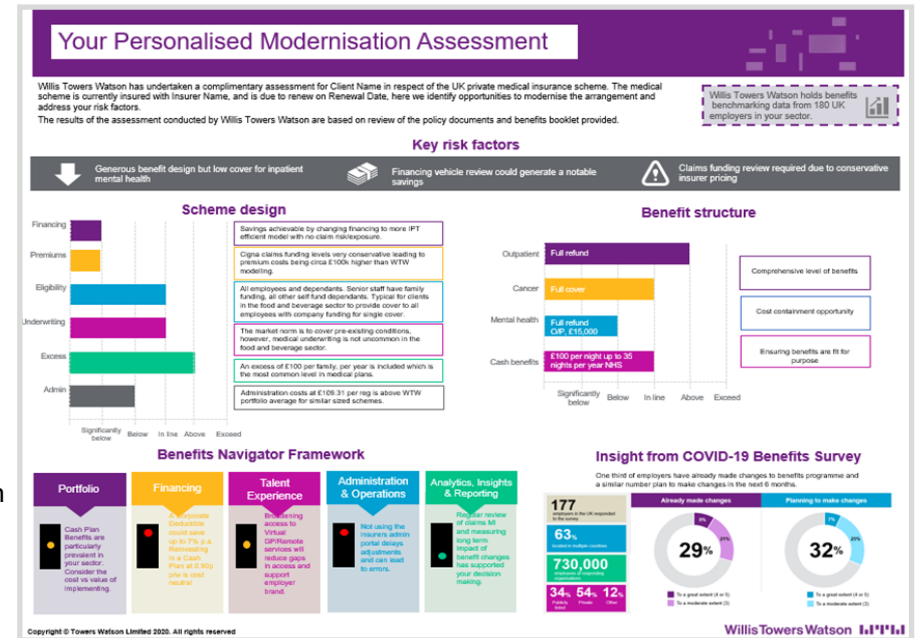
## How much data do we need to share?

Usually, we can undertake the modernisation assessment based on the following information typically held by human resources or finance:

- Policy documents
- Schedules
- Design information

## Further information

Watch our [video](#) for more information.



“ The world has changed. Tomorrow’s benefit package needs to reflect the changing expectations of employees through digital services and quicker access to care, whilst at the same time, offering better long term value to employers. ”

**James Spencer**  
Director, Health & Benefits GB  
Willis Towers Watson