

Employment Guide
UK

EMPLOYEE BENEFITS

ADLIB



WHAT ARE THE BEST EMPLOYEE BENEFITS?

We decided to put together an employee benefits guide, highlighting some of the best employee benefits we've seen over the years, with an indication of the time and cost to implement.

How do we know which benefits are in demand?

At ADLIB, we keep close to market trends and share useful guides that provide insight into the market as it evolves. Many sectors are seeing increased demand for talent and often the number of available candidates doesn't quite correlate.

As salaries rise, we've had lots of questions about other ways businesses can improve their overall package to support recruitment and retention.

What is the cost to implement new benefits?

Costs and timescales in this guide are estimated and will differ from one business to another depending on the industry, size/set-up of the team, and the provider used. However, as a general guide, it should provide some ballparks and pointers.

WELLBEING AND SOCIAL BENEFITS

Benefit	Suitable for remote workers?	Suitable for office workers?	Cost to implement	Time
Flexible hours	YES	YES	LOW	    
Increased holiday entitlement e.g. options to buy/sell holiday, a Xmas/NY shutdown, birthday off, take Bank Holidays when you want, paid wellbeing days, additional entitlement for specific life events like moving house, new pet, getting married etc.	YES	YES	MED	    
Work abroad	YES	YES	LOW	    
Sabbatical leave	YES	YES	MED	    
Mental health support e.g. access to paid counselling/therapy, offering mental health or duvet days, Mental Health First Aid training for employees, paid subscription to wellbeing apps like Headspace or Balance, employee wellbeing plugins for Slack.	YES	YES	MED	    
Paid wellness budget To be spent on things like gym memberships/ yoga sessions/fitness classes/National Trust membership etc	YES	YES	HIGH	    
Spotify / Netflix / Amazon Prime account paid for	YES	YES	LOW	    
Fully expensed team socials, trips, weekends away and family days	YES	YES	MED	    
Care packages / gifts sent in the post	YES	NO	LOW / MED	    
Quarterly budget / gift vouchers for each employee to treat friends / family to a meal	YES	YES	LOW / MED	    
Drinks fridge in the office, pizza delivered to office, weekly team breakfast etc	NO	YES	LOW / MED	    
Games consoles, pool table, gadgets in the office	NO	YES	LOW / MED	    
Dog friendly office	NO	YES	LOW	    

TRAINING AND DEVELOPMENT BENEFITS

Benefit	Suitable for remote workers?	Suitable for office workers?	Cost to implement	Time
Expensed trips to conferences, hack days and meet ups	YES	YES	MED	    
Budget for learning and development – training and certifications	YES	YES	MED	    
Time set aside to spend on personal projects or to research/learn new skills	YES	YES	LOW / MED	    
Lunch and learns (external speakers presenting on various topics)	YES	YES	LOW	    
Workplace coaching e.g. More Happi	YES	YES	MED	    

FINANCIAL BENEFITS

Benefit	Suitable for remote workers?	Suitable for office workers?	Cost to implement	Time
Pay access (access to salary before pay day)	YES	YES	LOW	    
Bonus scheme	YES	YES	MED / HIGH	    
Share / equity options	YES	YES	MED / HIGH	    
Increased employer pension contributions (above the statutory of 3%)	YES	YES	MED / HIGH	    
Medical/dental insurance, healthcare cash plans, health assessments, digital GP service	YES	YES	MED	    
Critical illness cover/life assurance, income protection schemes	YES	YES	MED	    
Enhanced parental leave and shared parental leave	YES	YES	MED	    
Childcare vouchers	YES	YES	LOW / MED	    
Cycle to Work scheme	YES	NO	LOW / MED	    
Retailer discount scheme	YES	YES	LOW / MED	    
Discounts on equipment or an allowance to spend on choice of kit (ergonomic chair/standing desk etc)	YES	NO	LOW / MED	    
Contribution to home broadband / electricity for home workers	YES	NO	LOW / MED	    

COMMUNITY BENEFITS

Benefit	Suitable for remote workers?	Suitable for office workers?	Cost to implement	Time
Paid volunteering days	YES	YES	LOW / MED	    
Charity days Team challenges, Bake Offs, fundraising events	YES	YES	LOW / MED	    
Company tree planting	YES	YES	LOW	    
Charity donation matching e.g. employer matches employee charity donations up to £50 a year each	YES	YES	MED	    
Give As You Earn schemes	YES	YES	LOW / MED	    
B Corp certified	YES	YES	LOW	    

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