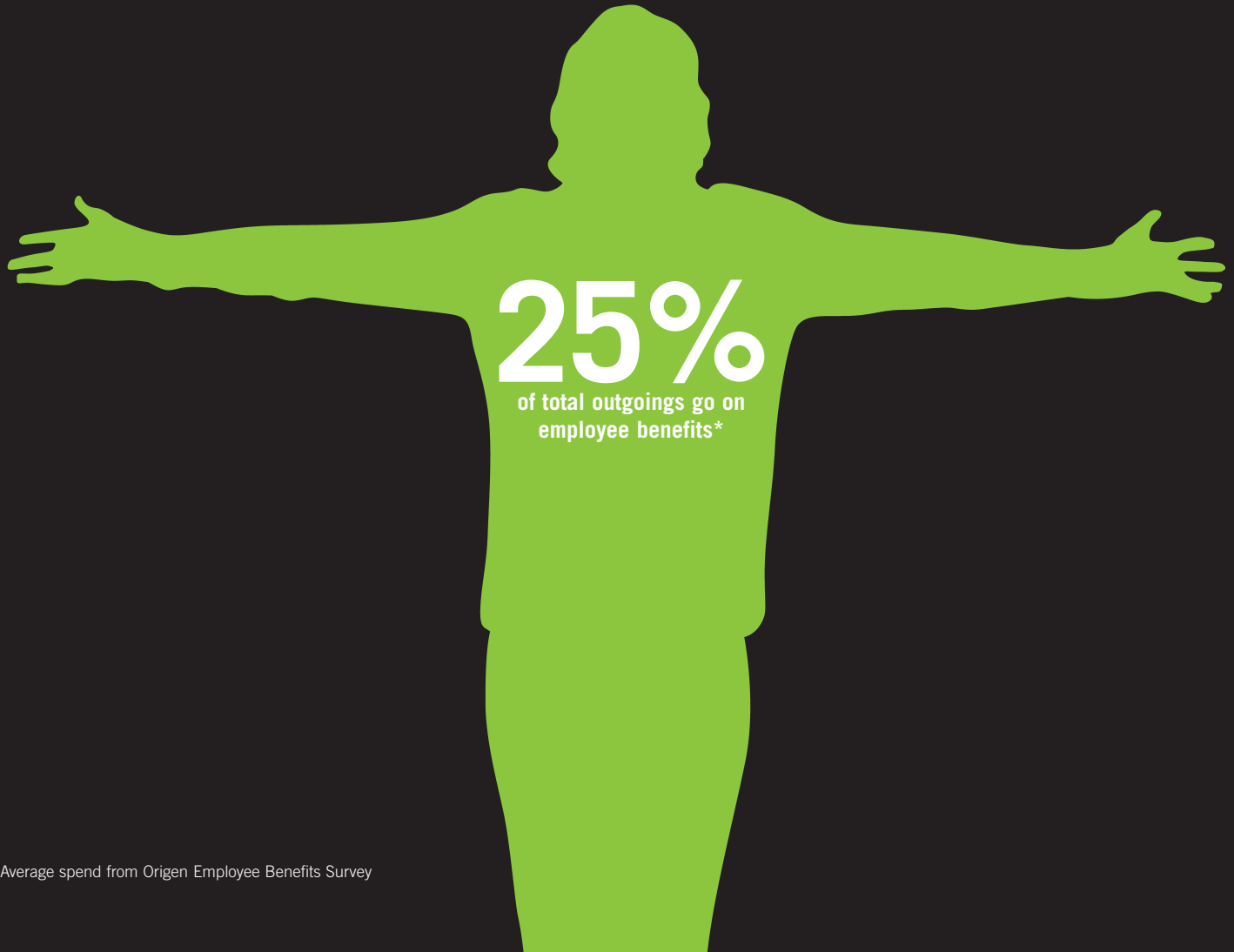




100%

of companies need a good return
on their employee benefits

CHOOSE
YOU AT
WORK



25%

of total outgoings go on
employee benefits*

* Average spend from Origen Employee Benefits Survey

Every penny you spend on rewarding your people is an investment. So you need to get the best possible return on that investment, whether it's through lower staff turnover, tax efficiencies, more engaged people or increased client revenue.

Employee benefits make up, on average, 25% of a company's overall pay bill. So they're a major part of your investment – and a major contributor to the return. Yet all too often they're seen simply as overhead.

We can help you change that, and create tailored, engaging benefits that offer real returns. We make a big difference in three ways:

Knowledge

Make sure your people understand the value of their benefits so your investment is not wasted.

Lifestyle

High-impact lifestyle benefits tuned-in to the lives of your employees will create more frequent engagement.

Choice

Offer your people the right benefits for their particular time of life, without wasting spend on 'one size fits all' benefits.

Our clients stick with us because we understand what they're trying to achieve. We listen to what they need and then we make it happen. What are you trying to achieve?

Engaging your people

Whatever you call it – engagement, motivation, satisfaction – this is what it boils down to. People work better when they feel recognised and rewarded and engaged employees become powerful advocates for your business.

Improving recruitment

It's harder than ever to attract and retain the best people. Offering them the benefits they value most, when, where and how they want them, can make a very big difference.

Meeting individual needs

People want broadly the same things – leisure time, a secure retirement, healthcare – but at different times of their life. We'll help you tailor your benefits to meet the needs of all your employees.

Increasing retention

Improved retention means lower recruitment costs. Communicating the real value of employee benefits can make a big difference in the war for keeping key talent.

Creating a strong employer brand

People pick brands to work for just as they pick brands to buy. Our clients in the 'Best Companies to Work For' list are there because they've invested in developing the strongest employer brands in the market.

Establishing HR as a strategic partner

The best HR strategy is one that frees HR and benefits professionals from administrative burdens and lets them get on with what they're good at: adding value to the business.



80%

of employers
use benefits
as an effective
recruitment
tool*

*Employee Benefits Magazine



7/10

people would prefer
to work for organisations
offering a choice
of benefits*

*You at Work employee survey

Whatever the scale of your business or the needs of your people, we'll help you get the best return from your benefits. Over the years, we've helped more than 200 companies – ranging from 60 people to 100,000. Today, our solutions serve over 2,000,000 individuals, in a range of ways:

Employee benefits

Our relevant, targeted and professionally communicated range of benefits – from holiday trading to private medical insurance and childcare vouchers – will help you get more from your budget, whether you offer a limited number of salary sacrifice choices or a full flexible benefits scheme.

In addition, our lifestyle benefits allow you to reward your people and create more engagement with your benefits package as a whole.

We offer over 150 exclusive discounts and savings from big names in everything from insurance and travel to fitness and fashion. All delivered through a uniquely branded portal.

Communications consultancy

We can create bespoke offline and online communications that enhance the impact of your benefits programme, and strengthen your employer brand. We'll support you throughout the planning, creation and implementation of the complete communications strategy.

Total reward

Our online and paper-based reward statements help employees understand the value of their salary and benefits, showing everything from core benefit information to a comprehensive Total Reward Statement.

What can we do for you?

You already know how important it is to engage and reward your people. And now you know a bit about our services, from provider and programme management to communication consultancy, technology, and marketing expertise.

With You at Work, you also get the best of both worlds: a small, flexible, responsive consultancy with all the resources of a wholly-owned subsidiary of the Barclays Group.



But there's more to You at Work than great services. Just as important is the special understanding we develop with our clients.

We think the way you think. We take the trouble to listen, and put ourselves in your shoes. Because it's the only way to fully appreciate what you need.

So what can we do for you?

For a free consultation,
just call 020 7699 5410
or email choose@youatwork.co.uk.
We'd love to hear from you.

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