



PREMIERBENEFIT
SOLUTIONS
TALKING YOUR LANGUAGE



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 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 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.

Employee features

- Employees are able to design a benefits package that's most relevant to them.
- They can make use of National insurance and tax savings by funding benefits through salary sacrifice.
- Ability to purchase additional benefits with leading suppliers taking advantage of "Group" rates
- They can see the impact of their selection on their take home pay
- Clear summary of choices made and the cost implications before making choice
- Log on from home to discuss choices with partner/family

HR features

- Differentiates the employment proposition
- Recognises diverse employee needs
- Enables the benefit spend to be focused on what's valuable to each employee
- Can help control costs
- Manages salary sacrifice benefits
- Assist with benefit harmonisation

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