



Modern Employee Benefits for SMEs

Smarter benefits to attract,
retain & support your people

60%

Nearly 60% of job seekers say benefits are a major factor when considering whether to accept a job offer.



INTRODUCTION

HELPING YOU THRIVE IN YOUR HIVE

Wellbeing and success, working in harmony...

In today's competitive employment market, employee benefits have become one of the most important tools businesses can use to attract and retain talent. Salary alone is often no longer enough to differentiate an employer. Employees increasingly expect benefits that support their health, financial wellbeing and lifestyle.

For small and medium-sized businesses, designing the right benefits package can be challenging. Employers want to provide valuable benefits while keeping costs manageable and administration simple.

This guide explains how modern employee benefits strategies are evolving, the types of benefits employees value most, and how flexible benefits platforms are helping employers deliver more engaging and efficient benefits packages.



Why Employee Benefits Matter

A well-designed benefits package can significantly impact employee satisfaction and loyalty. Employees who value their benefits are more likely to stay with their employer and feel engaged at work.

- Improved staff retention
- Stronger recruitment proposition
- Better employee engagement
- Support for employee wellbeing
- Enhanced company culture

For SMEs competing with larger organisations for talent, benefits can be a powerful way to stand out as an employer of choice.

What Employees Value Most

Benefit	Why Employees Value It
Workplace Pension	Long-term financial security and retirement planning
Life Assurance	Protection for families in case of unexpected events
Income Protection	Financial support if employees cannot work due to illness
Private Medical Insurance	Faster access to healthcare
Financial Wellbeing Support	Help understanding pensions, savings and budgeting

The Growing Importance of Financial Wellbeing

Financial wellbeing has become an increasingly important topic for employers. Employees facing financial stress are often less productive and more likely to experience wellbeing challenges.

Employers can support financial wellbeing through:

- Pension education and guidance
- Protection benefits such as income protection
- Access to financial education
- Clear communication



THE SHIFT TOWARDS FLEXIBLE BENEFITS

Traditional benefits packages typically provide the same benefits to all employees. However, modern workforces are diverse and employees have different priorities depending on their life stage.

Flexible benefits allow employees to select the benefits most relevant to them.

- Younger employees may prioritise lifestyle perks
- Employees with families may value protection benefits
- Older employees may focus on pension contributions
- Clear communication of employee benefits

“

True value in employee benefits comes from giving people confidence — not only in their present circumstances, but in their long-term financial security and peace of mind.



Flexible Benefits Platforms

Flexible benefits platforms provide a digital environment where employees can view and manage their benefits in one place.

These platforms allow employers to offer a wide range of benefits through a single system.

- Workplace pensions
- Life assurance
- Income protection
- Private medical insurance
- Health & wellbeing benefits
- Lifestyle discounts
- Salary sacrifice options

BENEFITS OF FLEXIBLE PLATFORMS FOR EMPLOYERS

Increased employee engagement with benefits

Better visibility of total reward

Improved Communication Of benefits

Centralised Benefits Administration

Scalable benefits as the business grows

When Should Employers Review Their Benefits?

Many businesses only review their employee benefits every few years. Regular reviews can help ensure benefits remain competitive and aligned with employee needs.

- Benchmarking against other employers
- Reviewing pension contribution levels
- Exploring flexible benefits platforms
- Improving benefits communication



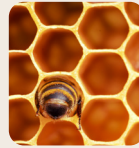
Integrated Solutions for Total Peace of Mind

Our tailored benefits packages are built on a foundation of comprehensive financial and health protection



Group Pension Scheme

Future-proofing your team's retirement with competitive, compliant schemes that are easy to understand and manage.



Private Medical Insurance

Providing rapid access to healthcare, minimising absenteeism and keeping your team healthy and productive.



Group Life Insurance

Providing crucial peace of mind and financial security for employees' families in the event of the unexpected.



Health Cash Plans

Allowing employees to claim back the costs of everyday healthcare, such as dental, optician fees, and physiotherapy.



Income Protection

Safeguarding your team's lifestyle by providing a replacement income if they are unable to work due to illness or injury.



Employee Assistance Programmes

Providing rapid healthcare access, minimising absenteeism and keeping your team healthy and productive.



Critical Illness Coverage

Providing a lump-sum payment to significantly reduce financial stress and support recovery.



Virtual GP Services

Modern, convenient access to medical consultations for faster diagnoses and reduced time away from work.

Free Employee Benefits Review

OCM Wealth Management works with employers to review, design and implement employee benefits strategies that support both the business and its workforce. We offer a complimentary Employee Benefits Review where we assess your current benefits and identify potential improvements.

To arrange a review, contact:



OCM

Scott Dunlop

Chartered Wealth Manager

scott@ocmwealthmanagement.co.uk

01604 621 467

“
The most valuable benefit any employer can bring to their employees is the means to ensure financial security – now and in the future



Contacting OCM

For further information please speak to your contact at OCM Wealth Management or contact any of our advisers at our head office: -

Head Office

St Clair House, Old Bedford Road
Northampton, NN4 7AA
Tel: 01604 621467