

# Rethink your benefits for 2016



**78%**  
of organisations  
say the ability to  
pay is the most  
important factor  
in determining  
pay increases.



**58%**  
plan to focus  
more on  
retaining talent  
than recruiting  
talent in 2015.



**41%**  
have seen  
an increase in  
**reported**  
mental health  
problems in the  
last 12 months.

Source: CIPD



1

Develop  
employee benefits  
**principles**  
to support the  
organisation's strategic  
objectives.

2

Instil a sense of  
**common purpose**  
among benefit team  
members, supported  
by a management  
framework aligned to  
the business.



3

**Build connections**  
with key business  
stakeholders  
(including your  
employees) to  
drive value.

4

Collect and  
maintain only those  
data that have a  
**clear recurring**  
**purpose**  
and value.

5

Conduct  
**robust resource**  
**planning**  
for business as usual,  
project activities and  
contingencies.

6

Assess activity  
for business  
**impact** and **efficiency**,  
and continuously  
identify process  
improvements.



7

**Leverage technology**,  
standardised processes  
and third parties to  
support and accelerate  
the journey.



# Audience vote

*Rank in order of importance as to why your organisation provides benefits to its people:*

1. We care about our employees.
2. It helps us achieve our strategic objectives.
3. We have to as a 'hygiene factor' (eg legislation).

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# Scope

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