

How can employee benefits be better aligned to business and employee needs ?



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So what are you expected to achieve?



**Attract &
retain quality
people**



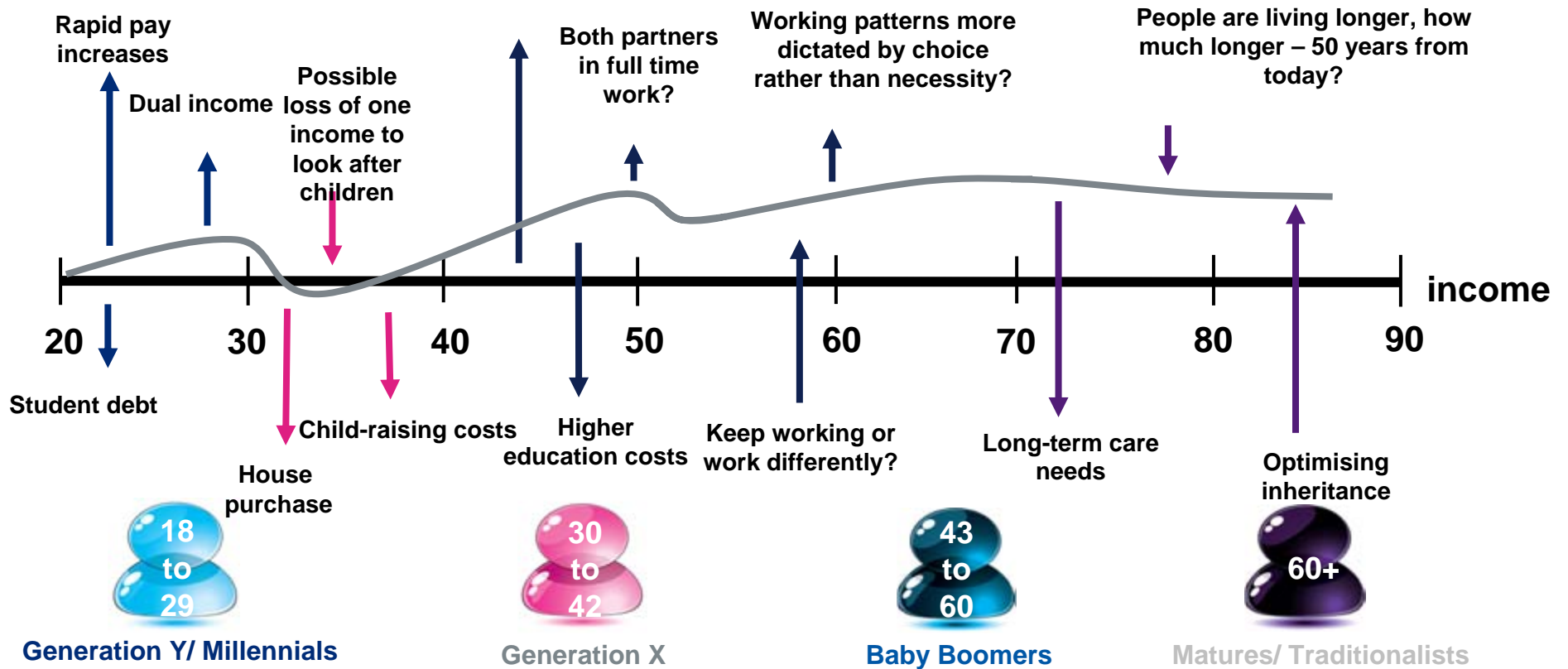
**Provide a
competitive
benefits package**



**But keep costs
as low as
possible**

Not much really.....

And if this wasn't challenging enough employees have different benefit needs over time



However some good news.

“Do It For Me”

I want my employer to provide a core set of benefits

“Help Me Do It”

I want my employer to provide a set of core benefits combined with a range of non core benefits which I can use a cash allowance to choose from

“Leave Me To It”

I want my employer to provide me with a cash allowance and information which allows me to choose benefits which suit my personal circumstances and lifestyle

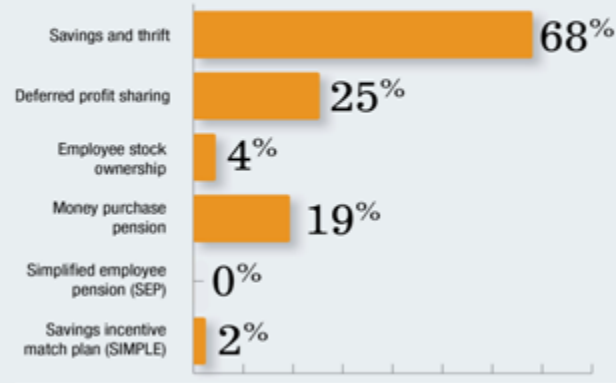


Options tailored to meet members needs instead of having to accept whatever core benefits happen to be made available by the employer

So what benefit trends are prevalent across Europe?



Defined contribution plans: Type of plan for private industry workers



Source: Bureau of Labor Statistics, 2010 National Compensation Survey



Your Future Benefits Communication Framework Needs to be well-communicated, creates value & grows with you

Developing passionate, high-performing workforces

See

Make your HR programs tangible, compelling and connected.

Believe

Create lasting behavioral change by inspiring your employees.

Belong

Foster a sense of belonging with the employment brand.

Welcome Back, Erica!
AUSTRALIA

Home Health Money

ERICA
update your profile

YOUR MONEY

- My Super Contribution: 9%
Learn more
- Retirement Plan Co-contribution: Yes
Learn more
- My Life Insurance AU\$750,000
Learn more
- My Spouse's Life Insurance AU\$20,000
Learn more
- Salary Continuance 75% of Salary (monthly payments to age 65)
Learn more
- Total and Permanent Disablement Cover 10% x Future Service to Age 65
Learn more

SMALL CHANGE CAN ADD UP
With your company's Thrift Plan, you can put your money to work for the future.
Check out the savings examples below.

- Pack a Lunch
- Save Gas
- Drink Coffee
- Home Exercise

YOUR TOTAL REWARDS
We reward your performance and service with a world-class package of pay and benefits.

WHAT'S POPULAR

- TOTAL VALUE STATEMENT
- STI & LTI BONUS MODELER
- MANAGE YOUR SUPERANNUATION PLAN
- PAYROLL CENTER
- ELIMINATING DEBT

NETWORKING

- Groups: Single Savers
- Discussions: Planning for retirement, Affording college, Taxes and stock options

BLOGS

- Latest Post: Closing the Gap Getting to Retirement by Jason Williams
- How much is enough?

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Manager Toolkit

BACK FORWARD

Towards Benefits 3.0

Benefits 1.0 Now

Employees savvy
but needs differ
Employee 'choice'
manages historic
structure
Expensive for
unclear value

→
The future
employment
world will
be very
different

Benefits 2.0 2013

Only offer
benefits where
there is a link
to business
value creation
Provide core
benefits but
outsource all
others

Employee
and employer
agree on risks
Work-life
flexibility
Focus on
wellbeing

Benefits 3.0 2017

Basic pay
funds current
lifestyle
Benefits are used
to build and
protect
future lifestyle
Invite employees
to contribute



Is your benefit programme helping the business achieve its strategic goals?

Do you know how your benefits are perceived by your employees?

Can you do better for less cost?

Are you delivering choice and quality?

Do you need to re-determine your benefits criteria and measures for risk, value and cost?

Can your organisation make the change?



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