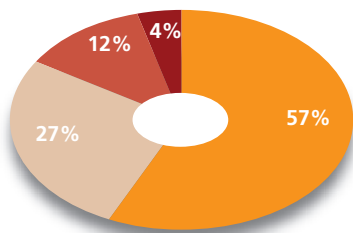




# Key findings

Our survey was carried out in January 2010, with analysis based on 354 responses from *Employee Benefits'* readers and users of [www.employeebenefits.co.uk](http://www.employeebenefits.co.uk)

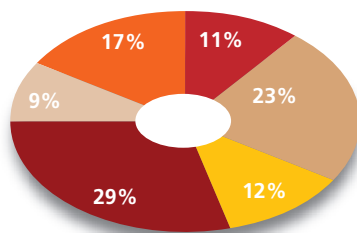
Which sector respondents' organisations operate in



Privately owned Public sector  
Publicly quoted Voluntary sector

Sample: All respondents

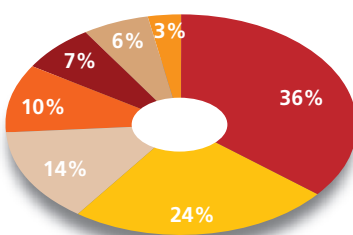
How many employees are in respondent's organisations



Less than 100 1,001-5,000  
100-500 5,001-10,000  
501-1,000 More than 10,000

Sample: All respondents

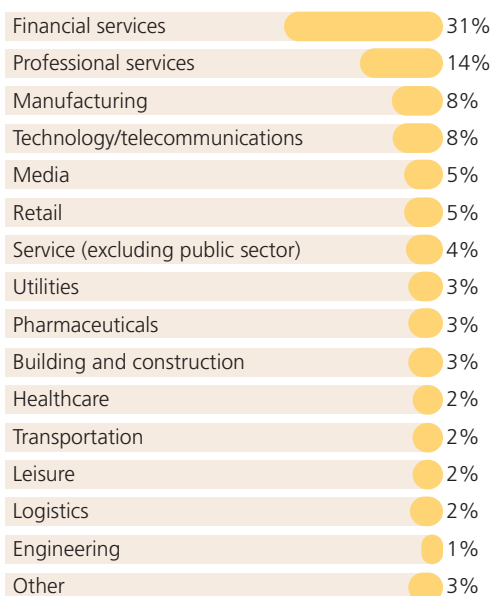
The type of flexible benefits schemes offered



A formalised plan that is communicated as a whole and run for a set period of time  
Employers do not offer flex, but tax-efficient benefits through salary sacrifice (promoted individually, not as part of a cohesive flex package)  
Employers do not offer a flexible benefits plan but are currently considering doing so  
Tax-efficient benefits through salary sacrifice (promoted as part of a cohesive flex package)  
The idea of offering flex has been rejected  
Introducing flex has never been considered  
A flexible benefits scheme is currently being designed

Sample: All respondents

The industries private sector respondents operate in



Sample: All respondents

**DEFINITION:** Flexible benefits are a formal plan run for a set contract period where staff can opt into or out of employer-paid benefits, select employee-paid benefits or take cash. This is not the same as voluntary benefits, which are discounted products made available through the employer but the contract is between the employee and the provider. Employee-paid ad-hoc benefits can be offered outside of flex through a salary sacrifice scheme but, for the purpose of this survey, are voluntary benefits.

## KEY FINDINGS

**55%** of respondents believe their flex scheme has been effective at reducing/containing the cost of reward.

**31%** do not give staff a flex pot to spend, but enable them to trade benefits up or down, making this the most popular way of structuring flex.

**42%** have reviewed providers to get a better deal as a response to the recession.

**41%** will come under pressure to introduce tax/NI-efficient perks in the coming year.

**11%** of employers that offer flex use the savings to fund other business initiatives – up from **3%** last year.

**13%** operate a flex scheme internationally, with **60%** of these doing so in North America.

**97%** offer childcare vouchers through flex, making this the most commonly included option.

**62%** actively measure the success of their flexible benefits scheme.

For more benefits research, visit: [www.employeebenefits/research](http://www.employeebenefits/research)