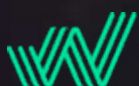


Employee Benefits and Workplace Wellbeing



WREN STERLING
WORKPLACE

Why Wren Sterling Workplace?

When you engage Wren Sterling to advise your business, you're working with a highly experienced team that is laser-focused on personal service.

We call our employee benefits and wellbeing service 'Workplace' because it covers everything you need as an employer to review, select, launch and embed an employee benefits and wellbeing strategy for your employees.

01

Deeply personal and bespoke approach

We start by asking about your business' challenges and opportunities and we build a solution for you.

02

Highly experienced front and back end team

Our back office support has long tenure, and you'll get to know them as well as your lead consultant.

03

Single point of contact

Other consultancies will have contacts for different services, but everything you need is handled by your lead consultant.

04

Access to our Private Client team

Wren Sterling helps thousands of people across the UK to build their financial plan and we can do the same for your employees.

05

Whole of market

We have access to the whole of the market, ensuring we can recommend the most competitive and appropriate solutions.

450+

Businesses as Clients

600+

Workplace Schemes
Advised on

80,000

Employees supported

Our Services

We've grouped our Corporate services into two main categories; Employee Benefits Advice and Workplace Wellbeing.

This is because we can work with you directly to enhance your employee benefits proposition and protect your business, as well as helping you improve the wellbeing of your employees by communicating your benefits and services in a way they can understand and value.

Employee Benefits Advice

Sometimes known as traditional benefits, find out how we work to review and embed workplace pensions, group risk and healthcare policies (income protection, death in service and critical illness cover) and salary exchange, saving you and your people cash. We also have market-leading flexible benefits technology and a deep suite of options to suit all budgets.

Workplace Wellbeing

Your people are at their best when they feel mentally, physically and financially fit to face the day. Our wellbeing strategy brings together our experience and the very best products and services on the market, all rolled out, so your people understand what's available to them and how they help. We also introduce your teams to Wren Sterling's financial planners based across the UK.

Employee Benefits Advice

Our consultants can help you review and embed workplace pensions, group risk policies (income protection, death in service and critical illness cover) and salary exchange, saving you and your people cash. We also have market-leading flexible benefits technology and a deep suite of options to suit all budgets.

“We come across lots of clients who have a benefits strategy in place - but are still facing retention and sickness issues. We will help that employer understand more about how their benefits are communicated and how they are understood by employees.”

Paul Mitchell, Director, Corporate Solutions



Workplace pensions

Your workplace pension scheme is a central piece in your long-term HR strategy, so it needs to be set up and managed accordingly. It can be a complicated space though, with many rules and regulations, so it pays to work with an expert.

Audit

When Wren Sterling audits your workplace pension scheme, we will step through a matrix of criteria to understand the appropriateness of the scheme for your business and your employees and we will help you communicate our findings to your stakeholders.

Scheme Selection

Following an audit, we find that the vast majority of our clients ask for a market review of their pension scheme. Our independence and long associations with the pension industry's best-known brands means we can advise you on the most appropriate workplace pension scheme for your business based on the findings of our audit and your business strategy.

Pension Scheme Governance

The Pension Regulator actively encourages employers to conduct regular governance on its Workplace Pension to help its members achieve good outcomes at retirement. This governance will also help the employer identify, evaluate and manage risks associated with the Workplace Pension on an ongoing basis.

Group Risk

Group Risk keeps your people and their families protected if they're affected by illness or death. Regularly reviewing your Group Risk provision is good business practice to make sure you're getting value for money from your investment.

Group Life

There are many providers of Group Life (Death in Service) policies and Wren Sterling's consultants can help select the provider that best matches your employee demographic and offers you the most favourable terms. We can also help you communicate this to your employees so that they appreciate and value this important benefit. We also remind your employees of the importance of nominating beneficiaries for their life cover in addition to their workplace pension fund.

Group Income Protection

As you would expect, there are a large number of providers in the market and Wren Sterling's consultants can work with you to match the right provider to your workforce demographic.

Group Critical Illness Cover

This can help greatly with the anxiety of a diagnosis and what might lie ahead and it supports your duty of care as an employer. Depending on the policy you choose to go ahead with, cover for eligible children is sometimes included, so there's more to attract and retain employees with.



Workforce Analysis

Do you know why your employees don't take up more of the employee benefits that they're entitled to? A Workforce Demographic Analysis can help you get into the mindset of your employees, and understand what they need from their Employee Benefits.

Workforce demographic analysis

By conducting a workforce demographic analysis with Wren Sterling you can get under the skin of your workforce and understand what they need from their employee benefits. Then, we're on hand to help build your strategy and execute it.

Workplace Healthcare

Workplace healthcare can give employees and their families peace of mind that their medical needs are being supported. A healthy workforce is a happy and productive workforce and there are a range of services available for you to embed in your employee benefits package.

Private Medical Insurance

Private medical insurance can give your employees peace of mind over their health and that of their family. Depending on the demographic make-up of your company, your employees could access PMI at reduced rates as part of a Group scheme, particularly for older employees.

What's more, you are giving your business the best chance of having your workforce in work and healthy, maximising your investment in the scheme.

Cash Plan

A Cash Plan allows your employees to claim cash to cover everyday healthcare expenses such as eye tests, dental care and physiotherapy. It is not as comprehensive as PMI but is a cheaper alternative, ensuring you can help your employees pay medical bills not covered by the NHS without them paying more costly insurance premiums.

Salary Exchange

Salary Exchange allows employers to make a range of benefits available to their employees.

Our experts can talk you through available benefits including electric cars, cycle to work schemes and additional pension contributions and we'll keep you updated as legislation changes to ensure you remain compliant.

Importantly, we can then convey the benefits, and risks, of salary exchange to your employees. We do this for many of our clients, often in tandem with other financial education topics like retirement planning.

Flexible Benefits

Give your employees the freedom to choose the benefits they will value most.

A successful employee benefits strategy sets businesses apart from the competition. It's an opportunity to show employees that they are valued, to increase engagement and provide tailored services for executives.

We're then on hand to deliver implementation and ongoing communications support to ensure your investment in benefits lands with your employees and secures their engagement on an ongoing basis, giving you return on investment through improved retention and productivity.

Flexible benefits selection & portal

Which benefits does your competition offer? What's value for money? How does a flex window operate? These are all questions we are used to dealing with.

What's more, when you've chosen the suite of benefits you want to offer, we can help you set up and roll out your own branded flexible benefits portal.

Discount shopping

Discount shopping is particularly effective for families at a time when the cost of living is very challenging for household budgets, so Wren Sterling's relationship with Pluxee Ltd (formerly Sodexo), a global leader in discount shopping, means we can help. We can support you to set up your own portal in your brand and help you select the products most relevant to your employees. After that, we will help you communicate to your workforce so they know how to take advantage of the offers.

Business Protection

Protect your business against uncertainty and minimise the impact of losing key employees.

As ever with insurance, it's protecting you, your family and your business from events you would rather not contemplate, but it's essential for protecting everyone involved. We understand the pressures of running a business and we understand the type of protection product that will suit your business and provide continuity and peace of mind for all involved.

Keyperson Protection

There may be a number of key individuals that contribute to its success and profitability and key person insurance provides funds in the event of death or serious illness of a key person. It means there is a cash injection into the business to provide continuity and help the business owner(s) potentially recruit a replacement.

Shareholder Protection

In the event of becoming seriously ill, you may want to realise your equity, or your estate or your family would want to realise your share value if you die. Should that happen that's going to have a significant impact on the business. Shareholder protection provides all parties with certainty in the event of something unexpected happening and protects employees, suppliers and customers at the same time.

Loan Protection

The immediate aftermath of death or serious illness combined with the pressure to repay a loan, can be stressful – and avoided with loan protection.

Relevant Life Protection - Relevant life cover is a way of taking out life insurance for business directors or owner-managers that is paid for by the business and it offers significant tax benefits to the owner-manager of a limited company, or limited company director.

Workplace Wellbeing

Your people are at their best when they feel mentally, physically and financially fit to face the day.

Our wellbeing strategy brings together our experience and the very best products and services on the market. We will make sure they're all rolled out, so your people understand what's available to them and how they help in a tax efficient manner for both parties. In the wake of Covid-19 and the Great Resignation, employees are demanding more from their employers. The good news is that there are a huge range of services available to employers to pass on to their people, helping them to value their employer and stay physically, mentally and financially fit.

“Nearly half (48%) of employees received no wellbeing check-in last year. ”

Mental Health First Aid England, 2022



Financial Wellbeing

Financial worries are the biggest cause of stress in the UK working population.

If you suspect your people are struggling, you can affect positive change through a financial education programme. After all, people are much more productive when they're not stressed! That might be over-simplifying it but the power of understanding their finances and feeling confident in their future cannot be understated.

Financial education

We run 12 month campaigns or one-off sessions to help employees gain more financial confidence. We cover topics such as understanding their employee benefits, how to access mortgage advice, prepare for retirement and much more.

Financial planning

Wren Sterling can offer Corporate clients an exclusive free initial consultation for employees on retirement planning. Our financial planners can spend 30-60 minutes with employees running through their retirement options and plans. Should they decide to proceed and become a Wren Sterling client, we will apply a discount on our fees in recognition of our relationship at a Corporate level.

Executive Benefit Counselling

We know your people are central to your success and you want to remunerate them in a way that makes your commitment clear. We can help you support your executives directly by providing holistic personal financial advice that covers everything from their pension arrangements to wealth planning to protection.

Mental Wellbeing

How are you able to effectively look after your workforce and ensure they're in the right frame of mind to be productive?

Wren Sterling's Corporate team consult on these challenges every day. Often we find that products supplied with Group Risk Schemes are underused and employees are not aware of what's available to them. Where that support isn't available, we've developed a toolkit of resources to help everyone manage their mental health.

Physical Wellbeing

When your workforce feels physically fit and ready to face the day, you can enjoy the benefit of that – reduced absence and increased productivity.

Wren Sterling's Corporate team can work alongside you to develop and execute strategies to improve your workforce's physical wellbeing. This could include discounted gym memberships and health assessments to start with but leading to more developed programmes for employees, sometimes with the help of specialist third parties that we hold relationships with.

Financial Planning for your Workplace

When you work with Wren Sterling, you open up access to our national network of Financial Planners for your workforce.

A personalised financial planning relationship can give your employees peace of mind and confidence that they're on track to achieve their goals, whether that's a one-off piece of advice, or an expert by their side as they plan for life outside the workplace.

01

Independent

We're not tied to any providers, so your employees benefit from a whole of market service. We can recommend all the leading providers of pensions, investments and insurance products.

02

Multi-channel

We have a national network of Financial Planners across the UK, and we also run a desk-based advice team that can deal with all aspects of financial planning via video and phone, for ultimate flexibility.

03

Tax planning

We can help your senior team to make the most of their remuneration. We also utilise advanced tax planning services to avoid common taxation pitfalls for high earners.

04

Full suite of services

Alongside pensions, investments and protection, we offer mortgages and can direct your employees to our preferred suppliers for Wills and estate planning services.

The value of an investment and the income from it could go down as well as up.

The return at the end of the investment period is not guaranteed and you may get back less than you originally invested.

The Financial Conduct Authority does not regulate tax planning

This brochure does not constitute financial advice and advice should be sought for your specific needs.

Our Workplace team

Our Workplace team is comprised of some of the most experienced and accomplished employee benefits consultants in the market.



Sarah Herd
Head of Workplace



Paul Mitchell
Director, Corporate Solutions



Bramwell Towse
Director, Corporate Solutions



Bryan Stott
Corporate Consultant



Roger Dickenson
Corporate Consultant

Get in touch

Book an appointment with our team at [wrensterling.com/workplace](https://www.wrensterling.com/workplace)

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