

GAIN GREATER VALUE FROM YOUR BENEFITS SPEND

FLEXIBLE BENEFITS PLAN SERVICES

ExcellerateHRO offerings

- Design and benefit provider selection
- Communication
- Plan implementation
- Enrolment management
- Ongoing administration

In today's competitive market, organisations must compete more aggressively to attract, motivate and retain talent. Equally, employees and prospective employees are increasingly demanding more choice and value from their benefits.

An organisation aspiring to be an employer of choice must provide a full range of benefits choices. A flexible benefits plan can help them optimise the value from the benefits they provide to employees by enabling them to choose benefits to meet their individual needs.

The advantages of flexible benefit plans

Flexible benefits plans are an example of one of those business rarities: a cost-controlling technique that is popular with employees. Apart from the obvious appeal of personal flexibility and the desire for an organisation to be an employer of choice, a flexible benefits plan offers these direct and indirect advantages:

- Employer cost savings - When employees select benefits that are paid for via a "salary sacrifice" mechanism (for example, pensions or childcare), companies can reduce their employer national insurance contributions bill. Depending on an organisation's pensions fund structure and the choices they offer employees, savings can run into millions of pounds annually.
- Employee tax savings - Many benefits offered are deducted out of gross pay or by a salary sacrifice mechanism, reducing an employee's overall tax burden.
- Post-merger integration of terms and conditions - For an acquired or merged business, offering a common flexible benefits plan is an incentive for employees to move onto a single set of terms and conditions, rather than have multiple plans as a result of Transfer of Undertakings Protection of Employment (TUPE).

Increase the value of your benefits spend

ExcellerateHRO works in partnership with leading employers to deliver exciting and innovative reward solutions to their employees. Through a blend of market-leading technology, plan administration/management and innovative consultancy, we help employers realise the true value of their benefits spend, whether this be through fixed, voluntary or full flexible benefits.

We provide employers with the necessary guidance and support to design, communicate and manage the delivery of their employee benefit programmes. By doing this, we make employees' benefits go farther by being more relevant to their needs, resulting in greater levels of engagement and performance.

ExcellerateHRO

The HRO business of EDS, an HP company

ExcellerateHRO services

- Benefits design
- Employee communication
- Selection and management of benefits providers
- New flex plan implementation or seamless transfer of existing plan
- Flexible enrolment options
- Project and risk management
- Modelling tools available to employees and prospective employees
- Real-time data availability
- Employee total remuneration statement available through the user-friendly Web portal
- Online survey tool to obtain immediate employee feedback

Hewlett Packard Estate
Longdown Avenue
Stoke Gifford
Bristol
BS34 8QZ

phone: 1 866 458 0613
global: 44 (0) 870 901 2165
e-mail: info@excelleratehro.com

Plan management - Our highly capable team of benefits professionals - supported by our specialist contact centre - work together to manage the implementation and day-to-day running of the benefits programme. Our scale and experience means we can support the largest and most complex of plans. We pride ourselves on being able to administer plans that are diverse and require the inclusion of non-standard or unusual benefits. By providing incisive management information of Web and telephony usage, we can offer a detailed insight into programme performance, whilst managing individual providers.

Integrated technology - Our technology uses a highly configurable employee benefits portal that is fully scalable. Built-in automation reduces the level of HR intervention usually associated with managing employee benefit programmes. Employees are provided with an intuitive, easy-to-use site that can include an online total reward statement, payslip and voluntary benefits in addition to their flexible benefits - a single destination to view their total reward package. The clarity of communication through this channel results in reduced queries and employees' greater understanding and appreciation of the value of their benefits.

Design and communication - Our consultants work with you to ensure that the plan design has an appropriate range of benefits to engage and excite your employees, as well as being cost-effective.

Today's work force demands more from their benefits; they want them to adapt as their circumstances change, but they also want to be kept informed and involved in the process. A well-designed benefits programme will fail to make an impact if it is not communicated effectively, so we work with you to develop the right communication strategy.

Why choose ExcellerateHRO?

ExcellerateHRO is one of the largest providers of benefits administration services in the UK.

Partnership approach - We work with clients to understand their business and specific requirements to identify the best approach and then to work with them to achieve their objectives.

Experienced people - We aim to build long-term relationships with our clients, providing each with an experienced senior point of contact and a highly trained, dedicated team of administration specialists.

Quality processes - Our quality-assurance processes are accredited under ISO 9001:2008 and are supplemented by service standards that are agreed upon with each client.

Proven technology - Our flexible benefit plan administration offering is provided on a market-leading platform that offers full Web access capabilities.