

The facts at your fingertips

After the uncertainty of 2016, employee benefits could be the key to overcoming talent shortages and building a loyal, engaged and resilient workforce.

Note that in the following pages, all data referenced are sourced from the MetLife UK Employee Benefit Trends Study 2017.

Scroll through to see the whole picture
on employee benefits.

State of the nation

The UK faces a variety of challenges and opportunities



8.2m
adults

live with
debt
problems



Healthcare spend is

9.8%

of **GDP**
(13th in the OECD)

By August 2016,

9.7m

employees
automatically
enrolled
in a
workplace
pension



Challenges for employers

The importance of benefits in building a strong workforce and a healthy business



46%

expect a talent shortage in the next 12 months



36%

found retaining employees a challenge



73%

are using benefits to attract talent



Financial wellbeing

Financial worries are increasing for employees but the right benefits can help

60%
of employees worried
about job security



41%
(17% increase since 2015)
concerned about having too
much credit card debt



4 key measures of financial wellbeing

- 1** Control over day-to-day, month-to-month finances
- 2** Capacity to absorb a financial shock
- 3** Confidence they're going to meet financial goals
- 4** Choices that allow them to enjoy life as they might reasonably expect

54%

of **18-30** year olds are
distracted at work due
to financial worries

39%

of employees said
they are living payday
to payday



1 in 3

employees says
they've had
unexpected
time off in the
last year to handle
financial issues

Mental & physical wellbeing

Meeting the health and wellness needs of a more diverse workforce

Top 3 employee health concerns

1 Cancer
21%

2 Work/
life balance
12%

3 Stress
10%

In the financial services industry, 67% of employees were considering leaving their jobs in the next 12 months if stress levels did not improve.

87%

of employees say a wellness programme has had a positive effect on their health.

Use of wellness programmes is at

35%

up by 24%
from 2015

Productivity & sustainable growth

If your people love coming to work, their output is raised

Happiness makes people about

12%

more productive



Disengaged workers have:

- 37% higher absenteeism
- 49% more accidents

Firms with low employee engagement faced

- 18% lower productivity
- 16% lower profitability
- 65% lower share price over time



Communicating benefits

A blended communications approach helps you connect with employees effectively



Personalisation

Re-engaging employees and improving loyalty with flexible, tailorable benefits

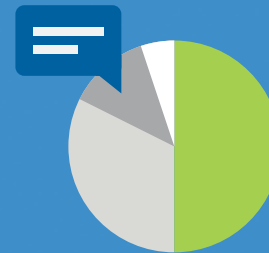


Top 6 reasons employees look for a new job

- 1 – larger salary **49%**
- 2 – increased job security **37%**
- 3 – improved benefits **34%**
- 4 – reduced stress levels **28%**
- 5 – increased pension contributions **23%**
- 6 – more flexible working **16%**

38%

of employees say having customised benefits would increase their loyalty



Conclusion

Benefits work best when they put the needs of employees first. Here are four key points to remember:

1
Commit to bringing more certainty to your employees



2

Give financial wellness prominence in your benefits strategy



3

Make good communication a continuous commitment



4

Make personalisation a priority



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