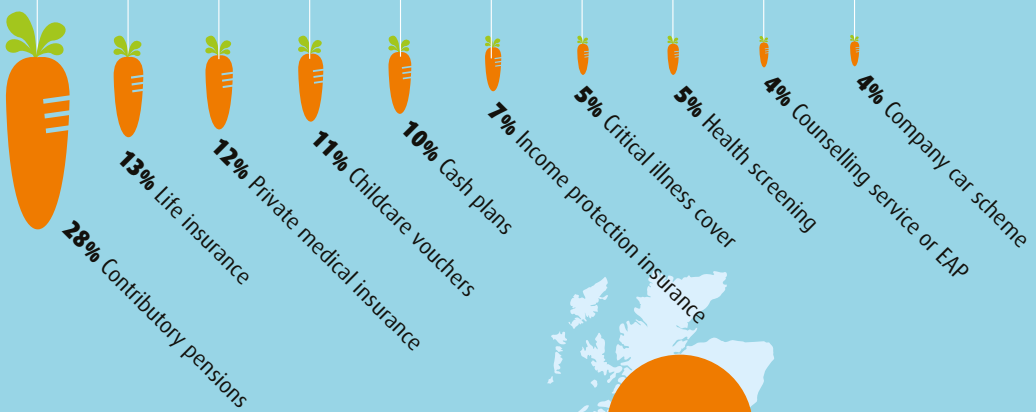


**PART 1 – BENEFIT-SPECIFIC**

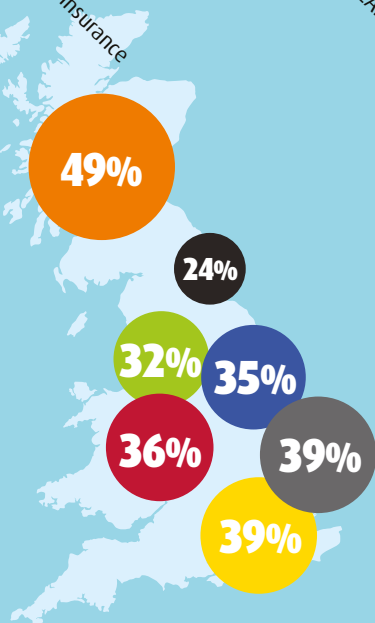
Which are the most popular employee benefits?



Who appreciates PMI most?

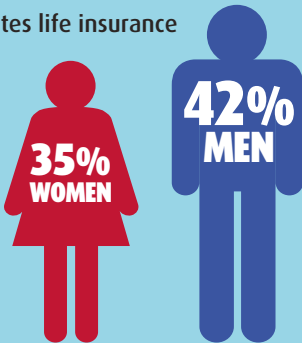
PMI in top three most valued benefits

- Scotland **49%**
- North East/Yorks/Humber **24%**
- North West **32%**
- East & West Midlands **35%**
- South East/East of England **39%**
- Wales & West **36%**
- Greater London **39%**



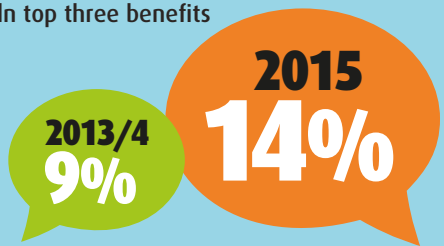
Life insurance

Who appreciates life insurance the most?  
 In top three benefits



Counselling/Employee Assistance Programme

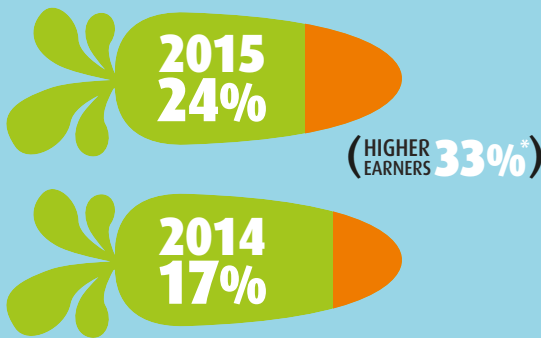
In top three benefits



**PART 2 – GENERAL**

Benefits increasingly influential

% of employees who have been influenced by the quality of benefits on offer when deciding to work for a company



Employers consulting more

% of employees who have been consulted over rewards and benefits preferences



Satisfaction levels up

Very or fairly satisfied with the range of benefits they received from their employer

Higher earners

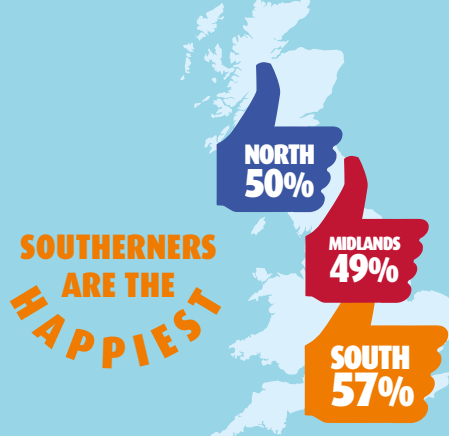
**2015: 63%** [6 thumbs up]

**2014: 50%** [5 thumbs up]

Lower earners

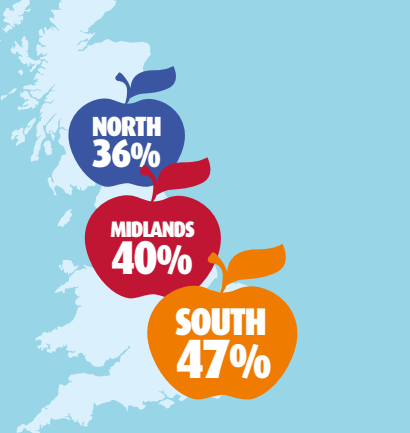
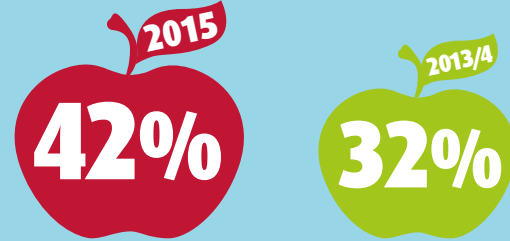
**2015: 45%** [5 thumbs up]

**2014: 25%** [3 thumbs up]



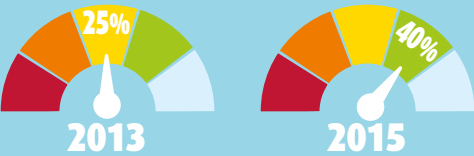
Helping hand to be healthy

Number of employees who say their employer makes provisions to look after their health and wellbeing



Extra health and wellbeing benefits provided by employers

Stress management initiatives by employers



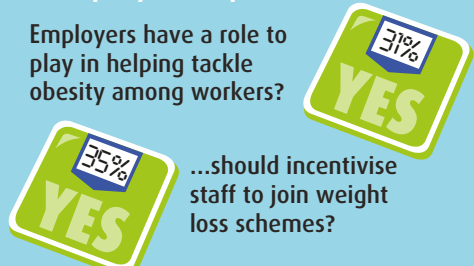
Weight loss initiatives by employers

- cut-price gym memberships **22%**
- on-site gym **17%**
- weight loss scheme **12%**

Obesity in the workplace

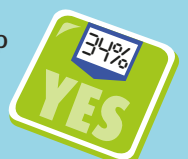
- Employer responsibilities

Employers have a role to play in helping tackle obesity among workers?



...should incentivise staff to join weight loss schemes?

... have a moral responsibility to help them lead a fit and healthy lifestyle?



\* Average salary is taken as £27,271 (Source: Annual Survey of Hours and Earnings: November 2014).