



# Flexible Benefits – Why bother?

Flexible Benefits are highly effective at boosting employee engagement; giving employees the ability to choose the benefits that matter most to them, enhancing the employee experience.

Providing choice demonstrates how you, as a business, see your employees as individuals, each with their own priorities around benefits and protection. Offering a flexible corporate benefits package shows that you recognise the individuality of your employees and are committed to the idea that a 'one size fits all' benefit package is not appropriate. This is particularly relevant in today's workplace, where employees' needs are more complex than ever and a truly flexible benefit package is the only way to meet this growing demand.

In a flexible benefits plan, employees normally contribute to the cost of their benefits through deduction of their income before tax. As a result, not only do your employees have the ability to choose benefits that are important to them, it could also mean that employees pay less tax on their income, as well as potentially reducing the total NI contributions. The product of this tax saving allows them to use this 'additional' income to buy a benefit that meets their immediate needs, and the needs of their family where appropriate.

- ✓ **QChoice**, Quantum Advisory's flexible platform makes the process of selecting employee benefits easy for your employees with a few simple steps. By ensuring your employees have all the information they need to make the right choices, **QChoice** allows employees to tailor their benefit packages by choosing the right level of cover or benefit for them – **QChoice** ticks every box!
- ✓ **QChoice** takes away the pain of having to do due diligence on benefit providers from an employer and the need to negotiate terms, as **QChoice** has already undertaken the due diligence and secured pre-agreed pricing to ensure you deliver the most competitive solutions available!

TOTAL REWARD SUMMARY				
SALARY	BENEFITS	BONUS	ALLOWANCES	TOTAL REWARD VALUE
£50,000.00	+ £2,147.99	+ £2,540.00	+ £7,800.00	= <b>£62,487.99</b>

The war for talent is as fierce as ever, so if you want to retain and attract talent, contact Quantum Advisory to discuss QChoice.

## Want to know more?

Please contact

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