

# Maximising Your Employee Benefits

As we move into the colder months, it's the perfect time to review your employee benefits strategy and ensure your business is getting the most out of its offerings.

At Corpad Employee Benefits, we work closely with businesses to optimise their employee benefit arrangements, helping you balance costs while enhancing value for your team.

Here are some of the key topics we can help with:

## A Business To-Do List for UK Start-Ups

Launching a business is exciting, but managing employee benefits can be overwhelming. At Corpad, we help start-ups lay a strong foundation by focusing on compliance and competitive advantage. For example, we'll ensure you're meeting legal requirements for workplace pensions while also exploring additional benefits that matter to today's employees. With Private Medical Insurance (PMI) becoming increasingly sought after, especially as NHS wait times grow, we can show you how PMI can be positioned as a major draw for talent without straining your budget.

Whether it's setting up a benefits structure from scratch or benchmarking your offerings against industry leaders, we'll provide the expertise to ensure you start strong.

### How Corpad Can Help



We can guide you through:

- Ensuring compliance with workplace pension requirements.
- Benchmarking benefits against industry standards.
- Exploring the increasing demand for Private Medical Insurance (PMI) and how it can attract and retain top talent.



## Conducting Business Health Checks

When was the last time you reviewed your employee benefits? Many businesses offer a variety of perks but fail to assess their actual impact. Our health check help identify whether your benefits are being fully utilised and delivering the intended return on investment.

For instance, do your employees understand the benefits available to them? If engagement is low, we can introduce communication tools, such as employee portals or benefits handbooks, to improve awareness and usage. Surveys may reveal that employees aren't taking advantage of support services like mental health hotlines, which could prevent long-term sickness absences. Similarly, we can explore how implementing a discount portal might support employees during the ongoing cost-of-living crisis.

By aligning your benefits with your workforce's needs, we ensure you're not just spending money—but investing wisely.

### How Corpad Can Help



Are your current benefits delivering the return on investment you expect? We can help you evaluate your offerings, considering:

- Employee engagement surveys to assess satisfaction and utilisation.
- Communication tools and portals to ensure employees understand and use their benefits.
- Additional supports like total reward statements and discount portals to address cost-of-living pressures.

## Spotlight on Unique Benefits



Standard benefits like pensions and health insurance are essential, but sometimes it's the less traditional options that make your business stand out. For instance, health assessments are increasingly popular. These can range from offering employees access to external medical appointments to organising on-site visits that fit seamlessly into their busy schedules.

Another valuable option to consider is Private Medical Insurance (PMI). Did you know you can customise coverage to fit any budget? By adjusting the policy excess, you can lower costs while reducing small claims that might be better managed through a Health Cash Plan. For instance, imagine an employee who avoids getting their eyes tested, knowing they'll need to pay for both the test and new glasses. With a cash plan or tailored extra cover included in their PMI scheme, they can confidently book the test, knowing they can claim back the costs of the exam, prescription glasses, or even a year's supply of contact lenses. No more headaches for the employee—physically or financially.

We'll help you find the balance between cost-effectiveness and exceptional employee experiences.

### How Corpad Can Help



We know that one size doesn't fit all. Beyond standard benefits, we can help you explore:

- Health assessments, ranging from external appointments to on-site solutions.
- PMI options tailored for all budgets, with features like excesses to manage costs effectively.

## Demystifying Group Income Protection

Group Income Protection (GIP) is a valuable benefit often misunderstood by both employers and employees. While many understand its core purpose—providing income for employees who cannot work due to illness or injury—fewer realise how flexible these policies can be.

For example, if budget constraints are a concern, we can recommend options like longer deferred periods (e.g., delaying payments until after 6 months of absence), limited-term claims (capping payouts to 2-5 years), or changing coverage definitions (e.g., from "own occupation" to "any occupation").

We'll work with you to build a GIP solution that fits your team's needs and your budget.



### How Corpad Can Help



Group Income Protection is often misunderstood, but it can be a powerful tool for your workforce. We can demonstrate how to tailor policies with:

- Flexible deferred periods.
- Limited-term claims options.
- Coverage adjustments, such as switching from "own occupation" to "any occupation" for certain roles.

## Salary Sacrifice and Pensions

Salary sacrifice remains one of the most powerful tools for businesses looking to manage costs while benefiting employees. With the increase to employers National Insurance Contributions from April 2025, this strategy enables employees to increase their net take home pay and additionally can generate significant savings for the employer.

Not only does this help businesses mitigate rising costs, but it also enhances take-home pay for employees—a win-win.

Our team can help you implement or refine salary sacrifice schemes to maximise their impact and ensure compliance with HMRC regulations.

### How Corpad Can Help



With rising costs, salary sacrifice remains a smart solution for employers and employees alike. We can help you implement this strategy to:

- Lower employer National Insurance contributions.
- Increase employee take-home pay.



### Preparing for the Removal of P11d Forms

From April 2026, employers will no longer submit P11d forms for taxable employee benefits, as the government shifts toward the payrolling of benefits. This change may feel daunting, but with Corpad by your side, you can transition smoothly.

We can help by gathering accurate data on existing benefits, ready for payrolling benefits, and ensuring your payroll systems are equipped with the information they need to handle the changes. By acting early, you can avoid last-minute stress and focus on the opportunities this modernisation presents.

#### How Corpad Can Help

The transition to payrolling benefits is fast approaching. We're here to guide you through:

- Gathering the necessary information.
- Setting up processes for payrolling benefits effectively.



### Navigating IHT and Group Life Assurance

Inheritance Tax (IHT) rules can complicate matters for employers offering registered Group Life Assurance schemes. Depending on the scheme structure, payouts to beneficiaries could be subject to IHT, reducing their intended impact.

For example, we often recommend businesses explore Excepted Group Life Assurance schemes, which sit outside of IHT rules. These schemes provide the same essential coverage while mitigating tax risks. Our experts can help you navigate these complex regulations to ensure your benefits remain as beneficial as intended.

#### How Corpad Can Help

Recent changes may impact registered Group Life Assurance schemes. Our experts can help you explore Excepted solutions to mitigate potential Inheritance Tax (IHT) issues.

### Why Partner with Corpad Employee Benefits?

Our team understands the complexities of employee benefits and works collaboratively with businesses to create tailored strategies that maximise value for employers and employees. Whether you're looking to improve engagement, control costs, or introduce new benefits, we're here to help every step of the way.

For more information or to discuss how we can support your business, contact us today. Together, we can ensure your employee benefits work as hard as you do.



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