



WORKING WITH THE **CIPD**

What UK micro-businesses* really think about employee benefits

* 2-9 EMPLOYEES

Employee benefits strategy and objectives

Main objectives for an employee benefits strategy



41%

Retain employees



32%

Increase employee
motivation and
engagement at work



30%

Improve productivity
and business
performance



24%

But nearly a quarter
have NO objectives

How often benefits are reviewed to meet objectives



39%

At least once a year



17%

At least every 6 months



8%

At least monthly



17%

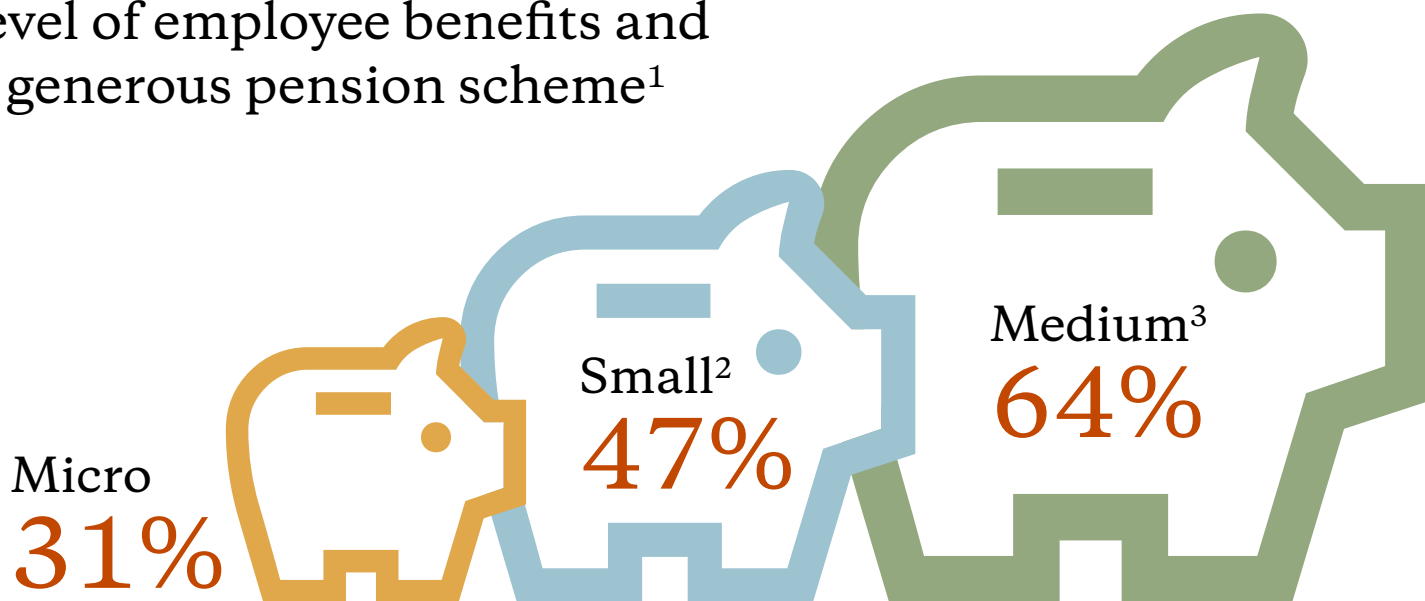
But nearly a fifth
NEVER review

Benefits fully or mostly
meeting objectives



82%

Organisation offers a good level of employee benefits and a generous pension scheme¹



Biggest impact on the company's employee benefits over the next 12 months



47%

UK economic uncertainty



43%

Employment costs



29%

Legislative/
regulatory changes

What benefits do micro-businesses provide?

Most commonly offered **health** benefit?



Occupational sick pay and Private Medical Insurance

15% each

Most commonly offered **wellbeing** benefit?



Employee Assistance Programmes

7%

Most commonly offered **personal/family** benefit?



Flexible working

38%

Most commonly offered **social** benefit?



Free drinks or snacks

48%

Supporting financial wellbeing

Top two financial benefits⁴

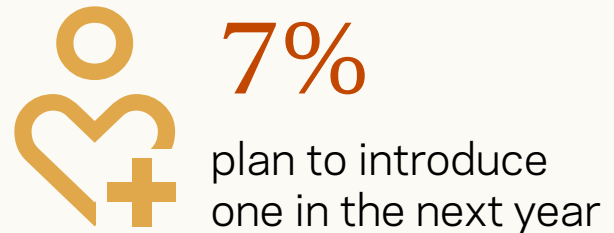


Workplace pension scheme with 6% minimum employer contribution



Workplace pension with employer matched contribution⁵

Formal financial wellbeing strategy



37%

think they have a responsibility to signpost financial information and guidance

Financial wellbeing support for employees



51%

Regularly review fairness of pay structures, levels, rises, bonuses/incentives



23%

Open and transparent with employees about pay and benefits



22%

Guarantee all employees at least 16-hours of paid work a week



22%

Regularly review benefits to ensure they are fair

1. Aside from pay 2. 10-49 employees 3. 50-249 employees 4. Chosen from a finite list of options
5. If an employee contributes more to their pension, the employer will also increase its contribution to the employee's pension

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