



WORKING WITH THE **CIPD**

What UK medium-sized businesses* really think about employee benefits

* 50-249 EMPLOYEES

Employee benefits strategy and objectives

Main objectives for an employee benefits strategy



53%

Retain employees



49%

Increase employee
motivation and
engagement at work



41%

Improve productivity
and business
performance



5%

Only 1 in 20 have
NO objectives

How often benefits are reviewed to meet objectives



36%

At least once a year



28%

At least every 6 months



13%

At least monthly



8%

But almost 1 in 10
NEVER review

Benefits fully or mostly
meeting objectives



75%

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

Micro²
31%

Small³
47%

Medium
64%

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



41%

Employment costs



39%

UK economic uncertainty



29%

Legislative/
regulatory changes

Planning to offer more or fewer benefits by end of year



8% fewer



11% more

What benefits do medium-sized businesses provide?

Most commonly offered **health** benefit?



Private Medical Insurance and Death in Service/
Life Assurance

40% each

Most commonly offered **wellbeing** benefit?



Employee Assistance Programmes

36%

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



Flexible working

52%

Most commonly offered **social** benefit?



Free drinks or snacks

61%



82%
offer cash plans
to all employees...



compared to just
61% of
small businesses

Supporting financial wellbeing

Is a formal employee financial wellbeing strategy in place?



2 in 5 medium-sized businesses say yes: **40%**
...compared to **20%** of small businesses and **12%**
of micro businesses



44%

Say improving the mental and physical wellbeing of employees is the top reason for having or wanting one



Financial wellbeing support for employees



72%

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



50%

Regularly review benefits to ensure they are fair



33%

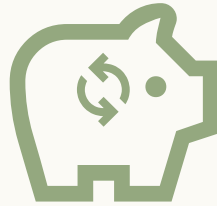
Guarantee all employees at least 16-hours of paid work a week

Top financial benefits⁴



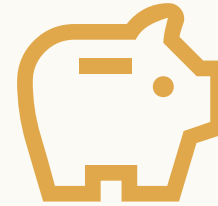
38%

Workplace pension with employer matched contribution⁵



38%

Workplace pension salary sacrifice plan



28%

Workplace pension scheme with 6% minimum employer contribution



61%

think they have a responsibility to signpost financial information and guidance

1. Aside from pay 2. 1-9 employees 3. 10-49 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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