



WORKING WITH THE **CIPD**

# What UK small businesses\* really think about employee benefits

\* 10-49 EMPLOYEES

# Employee benefits strategy and objectives

## Main objectives for an employee benefits strategy



56%

Retain employees



54%

Increase employee  
motivation and  
engagement at work



33%

Improve productivity  
and business  
performance



13%

But more than 1 in 10  
have NO objectives

## How often benefits are reviewed to meet objectives



42%

At least once a year



22%

At least every 6 months



10%

At least monthly



10%

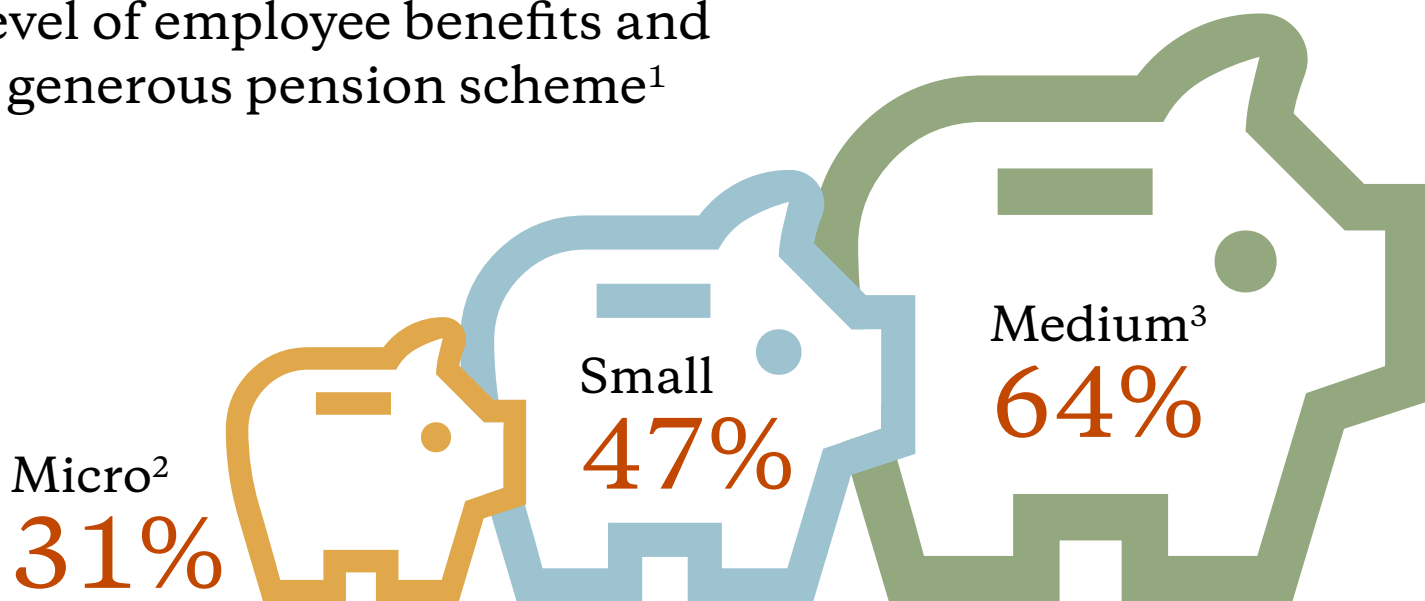
But 1 in 10  
NEVER review

Benefits fully or mostly  
meeting objectives



72%

Organisation offers a good level of employee benefits and a generous pension scheme<sup>1</sup>



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



55%

Employment costs



49%

UK economic uncertainty



35%

Legislative/  
regulatory changes

# What benefits do small businesses provide?

Most commonly offered **health** benefit?



Occupational  
sick pay

26%

Most commonly offered **wellbeing** benefit?



Employee  
Assistance  
Programmes

19%

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



Flexible  
working

48%

Most commonly offered **social** benefit?



Work social  
events

64%

# Supporting financial wellbeing

Is a formal employee financial wellbeing strategy in place?



Only **1 in 5** small businesses say yes: **20%**  
...compared to **40%** of medium businesses



**51%**

Say improving organisational and employee performance is the top reason for having or wanting one



## Financial wellbeing support for employees



**70%**

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



**37%**

Open and transparent with employees about pay and benefits



**37%**

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



**35%**

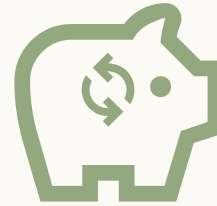
Regularly review benefits to ensure they are fair

## Top two financial benefits<sup>4</sup>



36%

Workplace pension scheme with 6% minimum employer contribution



21%

Workplace pension salary sacrifice plan



44%

think they have a responsibility to signpost financial information and guidance

1. Aside from pay   2. 1-9 employees   3. 50-249 employees   4. Chosen from a finite list of options

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