



THOMAS CARROLL EMPLOYEE BENEFITS

LISTENING TO YOUR NEEDS. DELIVERING THE SOLUTION. SUPPORTING YOU THROUGHOUT



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thomascarroll
EMPLOYEE BENEFITS

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There was a time when an Employee Benefit Package may have consisted of a pension which infrequently received employer contributions and possibly some life cover to support an employee's family if the worst were to happen.

Then came auto-enrolment and suddenly, every company had to contribute towards their employees' pension. This changed the dynamics of the Employee Benefit world and resulted in employers looking at other ways to recruit the right staff and, more importantly retaining them.

Thomas Carroll Employee Benefits understand that your most valuable assets are your employees, and we believe that happy and healthy employees are vital to the success of any company. Our team are on hand to provide a personal, friendly, jargon-free service, to help ensure you have an Employee Benefit Package that your employees value, understand and more importantly appreciate thus giving you a return on your investment.



We have been partnering with Thomas Carroll for a number of years to deliver a first class benefits offering to our employees. We always receive a highly professional service from the employee benefits team at TC. We have made some significant cost savings and been able to provide a more comprehensive and competitive benefits offering to our employees since engaging with TC. Would highly recommend.

**CLAIRE HARRINGTON, VP GLOBAL HR,
SPTS TECHNOLOGIES**

We have worked with the Thomas Carroll Employee Benefits team for many years and we have always found them to be friendly, knowledgeable and totally professional. They provide excellent guidance on both legal compliance and best practice, allowing us to plan ahead, minimise bureaucracy and maximise the value to our staff.

**CHRIS WILLIAMS, UK MANAGING DIRECTOR,
BIOTAGE GB LIMITED**

We appointed Thomas Carroll because they are experts who tailored their professional approach to our company and made the whole process run smoothly and implementation effortless for us. Nia Rogers and her team are doing excellent work for Simba; they are very quick to respond to all our queries, take care of all the details and deliver exceptional results!

ANASTASIJA SERSTE, HR ADVISER, SIMBA SLEEP

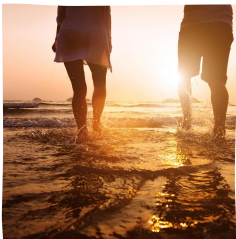
OUR SERVICES

Our Chartered, independent team have a wealth of experience and knowledge across all areas of Employee Benefits. To find out more about all of our Employee Benefits services please visit www.thomascarroll.co.uk/employee-benefits-advice/



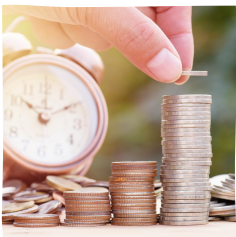
HEALTH AND WELLBEING

Provide the support network to assist your employees in dealing with personal problems that might adversely impact their work performance, health and wellbeing.



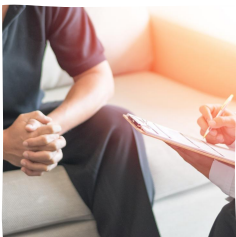
WORKPLACE PENSIONS

Review, design, set-up and implement your workplace pension scheme and provide ongoing support with your employer duties, including auto-enrolment, re-enrolment, employee education and annual scheme Governance.



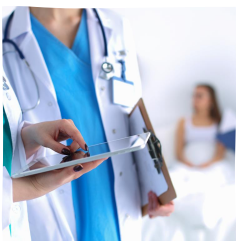
SALARY EXCHANGE / SACRIFICE

Advantages, considerations, project management and implementation.



GROUP RISK

Provide Critical Illness Cover and Income Protection to give your employees financial support should they suffer a life-changing illness or injury. Group Life Assurance will provide your employees' loved ones with a lump sum payment in the event of death.



HEALTHCARE

Improve the health and wellbeing of your workforce, boost morale, reduce sickness absence, and retain and attract staff by covering the costs associated with routine healthcare and wellbeing services.



EMPLOYEE BENEFIT ONLINE PORTAL

View and manage all your Employee Benefits in one place.

MEET OUR EMPLOYEE BENEFITS TEAM



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THE SECRET TO A HAPPIER, HEALTHIER AND MORE PRODUCTIVE WORKFORCE



There are many factors that shape a successful business, but arguably the most important is your employees. No matter your company size or industry, looking after the health and wellbeing of your employees will help keep them happy, which is essential for building a thriving workplace.

Did you know that 91% of employees think that businesses should offer tailored benefits packages? In case you need more convincing, in this blog we will be looking at the advantages that an employee benefits package can have on your most important asset – your people.

Boost Employee Engagement and Morale

Showing your employees that you care can be a sure-fire way of boosting employee engagement, whether that's giving them more flexibility to do the things that matter most to them or helping them to lead healthier lifestyles.

A company that does nothing to engage their employees, such as not providing any wellbeing support or offering little, or no communication about the employee benefits that they offer, is far more likely to have disengaged employees working for them. In turn, employees are usually less productive, which could have an adverse impact on your business's bottom line in the long run. On the other hand, if you take care of your employees, they will take care of your business in return.

Promote Employee Wellbeing

If employees have health or financial concerns, they are more likely to be distracted at work and may even lose sleep over their worries, which will seriously hamper their focus.

Providing a good employee benefits package to suit your employees, including offering benefits such as Group Life Assurance, Income Protection, a Cash Plan Scheme – which will give them money back just for treatment at the dentist, an eye test at the optician, physiotherapy and so on, as well as financial education and support, will encourage employees to proactively look after themselves. It will also give them peace of mind that should something happen, they will be looked after by you, their employer.

Elevate Your Team's Productivity

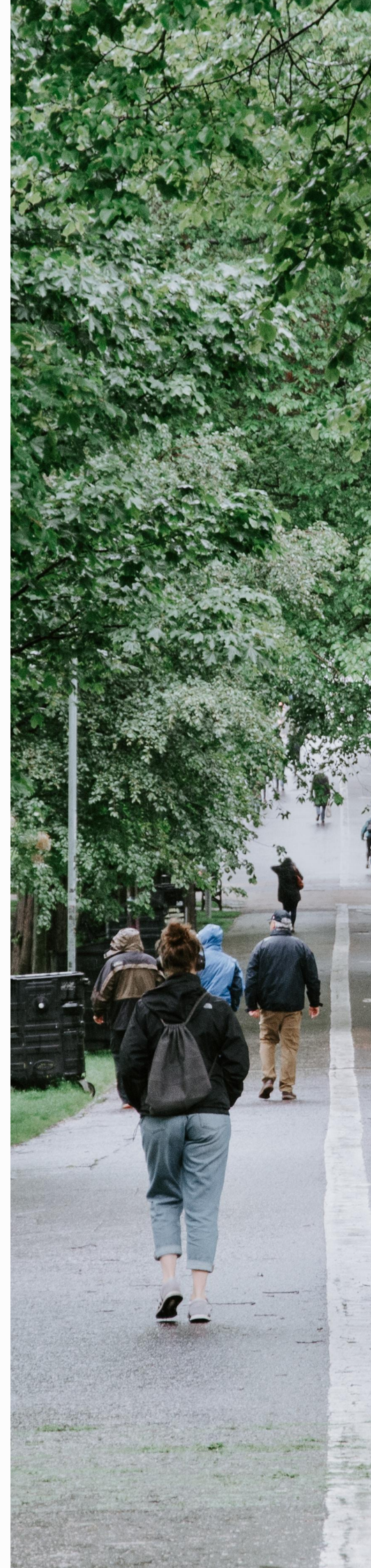
Companies generally don't usually think twice about corporate expenditure that may improve output and increase results, such as new technology systems. However, a recent study by the University of Warwick showed that increasing employee happiness can boost productivity by around 12%. This highlights how putting employee wellbeing at the heart of your workplace can be crucial to long-term business success.


Invest in the Wellbeing of Your Employees

It's worth considering that employee benefits are no longer a 'nice to have', they are an expectation of the modern workforce. In fact, a recent report by MetLife identified that 68% of employees think that their employers have a responsibility for the health and wellbeing of their staff.

Addressing the needs of those at the centre of your business will boost morale within your workplace, encouraging employees to take their jobs more seriously and helping them to produce their best work. That can only be a good thing for your business.

If you need advice or have any questions, get in touch with our employee benefits team on **02920 858611** or email **eb@thomas-carroll.co.uk**.





We have no hesitation recommending Thomas Carroll for their knowledge and expertise when setting up or reviewing a pension scheme or any employee benefits arrangement.

ALAN VIRGO, BRICKABILITY

We have had an excellent business relationship with the Employee Benefit's Team at Thomas Carroll for the last fifteen years. They are always available for professional advice whether via telephone or email. In our industry to have clear, simple advice quickly is essential to our decision making, certainly during these unprecedented times. Consequently, we have no hesitation in recommending them!

**ANDREW JONES FMAAT AATQB, ACCOUNTANT,
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