




REWARD MANAGEMENT SURVEY

Social, family and
technology benefits

The CIPD is the professional body for HR and people development. The registered charity champions better work and working lives and has been setting the benchmark for excellence in people and organisation development for more than 100 years. It has more than 160,000 members across the world, provides thought leadership through independent research on the world of work, and offers professional training and accreditation for those working in HR and learning and development.

The CIPD is the professional body for HR and people development. The registered charity champions better work and working lives and has been setting the benchmark for excellence in people and organisation development for more than 100 years. It has more than 160,000 members across the world, provides thought leadership through independent research on the world of work, and offers professional training and accreditation for those working in HR and learning and development.

Social, family and technology benefits

About this section

This section is the second in a series of five based on findings from the CIPD's eighteenth annual UK *Reward Management* survey. This research focused on the provision of employee benefits. Each section explores a different aspect:

- 1 career and professional development benefits; financial benefits; health and wellbeing benefits; and paid leave benefits
- 2 personal and family benefits; social benefits; technology benefits; transport benefits; and summary
- 3 benefit choice; home and workplace benefits; and recruitment and retention benefits
- 4 employee financial wellbeing
- 5 in-work poverty.

Our survey took place in October 2021 and 280 reward professionals responded spanning the private (70%), public (15%) and voluntary (15%) sectors. Responses were complemented by focus group discussions with expert practitioners, to delve into the stories behind the numbers. The aim of our research is to provide a benchmarking resource on current and emerging practice in the areas of both employee benefits and financial wellbeing and to explore the implications for practice.

The research reveals a wide range of employee benefits provided by employers, either to all or some workers. For the purpose of our analysis, we explore these in the first two sections of our report. This section explores the following:

- personal and family benefits
- social benefits
- technology benefits
- transport and travel benefits
- a summary of the most common benefits and how provision has changed.

Overview

This section reveals a growth in the proportion of employers offering benefits that might have once been regarded as being perks of the job, such as flexible working or an office computer that can be taken home, but are now seen by many as being part of the job.

While the pandemic and growth in remote working has had an impact on the benefits associated with where, when, and how we work, it has also had an impact on other benefits, like how and where we socialise with colleagues. For example, while more employers now offer Christmas parties and other workplace get-togethers since 2018, many of these will have been online events or scaled-back COVID-compliant gatherings. By contrast, there has been a fall in the proportion of employers supporting sports teams and sporting events or providing a staff canteen.

COVID-19 has had an impact on how we travel to our place of work, with more employers now offering loans to buy a bicycle, while environmental concerns might be a reason

why there hasn't been a similar jump in employers offering loans for staff to buy cars. Our survey also finds that the popularity of the company car remains undiminished, despite COVID-19.

During the pandemic there was a growth in pet ownership. While there had been no increase in the proportion of employers offering pet insurance between 2018 and 2021, paid leave to adopt a pet has increased from less than 1% to 4%, 'bring your dog to work day' has risen from 8% to 15%, and 7% of employers now offer paid pet bereavement leave.

In a period when health has been uppermost in everybody's minds, there has been an increase in the proportion of employers offering health and wellbeing benefits to all staff. For example, programmes to encourage physical fitness have seen the greatest increase, up 22 percentage points from 2018. The provision of an employee assistance programme has risen by 19 percentage points, free flu vaccinations by 18 percentage points and free eye tests by 17 percentage points.

As this report comes out, attention is switching from a health crisis caused by COVID-19 to a financial crisis caused by a rapid increase in the cost of living. It will be interesting to see how the benefit landscape evolves in response. As Sections 4 and 5 will show, many employers already have a foundation on which to build their response.

Key findings

The most common type of personal and family benefit is flexible working, offered by 85% of employers to all or some of their employees, up from 69% in 2018. This rise is probably linked to the shift towards homeworking during the pandemic, though CIPD analysis finds other types of flexible working have fallen during the pandemic. Another form of flexible working that's received recent media attention is the 'four-day working week' – 14% of our sample already have this in place for some or all employees.

Christmas meals, parties and related events are the most common form of social benefit, offered by 81% of organisations, while 67% also offer non-Christmas-related workplace events. However, as our 2021 *Reward Management* survey found, the pandemic forced many of these workplace get-togethers online. In future, there could be a switch back to physical events. Despite the increase in informal work attire over this period, 59% still have dress-down days.

The percentage of employers providing all (33%) or some (24%) of their workers with a computer that they can also use for personal use has jumped from 43% in 2018 to 57% in 2021. Similarly, the percentage offering a mobile phone that can also be for personal use has grown from 45% in 2018 to 57% in 2021, though mobile phones are more likely to be offered to some staff rather than all.

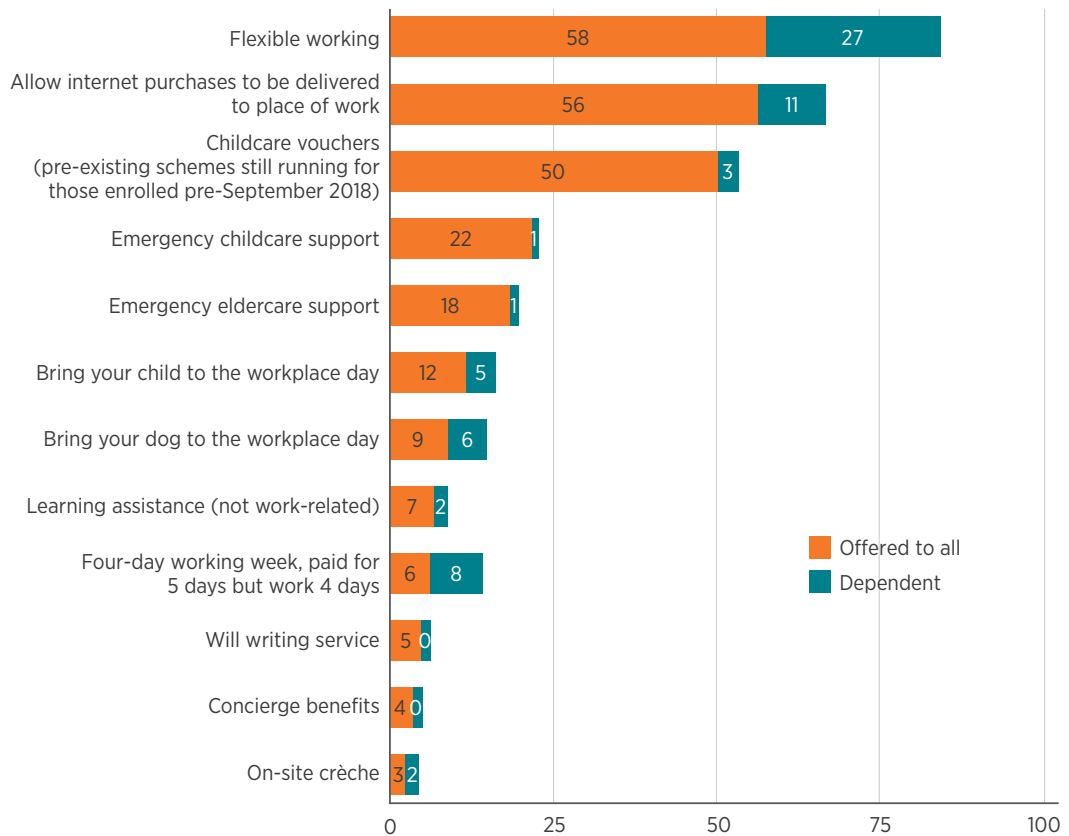
When it comes to transport and travel benefits, on-site car parking (75%) and cycle-to-work loans (51%) are the most common benefits on offer. There has been a rise in employers offering cycle-to-work loans from 45% in 2018. Our 2021 *Reward Management* survey found that some employers had introduced the cycle-to-work perk, or planned to do so, in response to staff concerns regarding the use of public transport during the pandemic.

Since 2018, the provision of the most common benefits offered to all staff (like paid leave for bereavement) has increased, as has the provision of benefits focused on some staff (like a car allowance). One exception is the provision of flexible working for some workers, which has fallen. This is likely because employers that once limited flexible working to some of their people have now extended it to all, possibly due to the shift to homeworking caused by the pandemic. However, some might have kept this working arrangement to

better attract and retain staff. The pandemic might also be the reason for the increase in the proportion of respondents now offering health and wellbeing benefits to all staff, such as programmes to encourage physical fitness. Positively, more employers plan to increase their benefit budgets in 2022 than cut them.

Personal and family benefits

Figure 1: Personal and family benefits on offer (%)



Base: n=222. 'Dependent' indicates a benefit offered to some staff dependent on grade, seniority, location, job, role, and so on.

Most now offer flexible working

Figure 1 shows which personal or family benefits are most likely to be offered by employers. The most common benefit on offer is flexible working (such as a compressed working week, job-sharing, part-time working, term-time working, homeworking, flexitime, and so on), with 58% of organisations providing this to all their workers and 27% to some employees, dependent on such factors as grade, job, location, and so on.

While 85% of employers now provide flexible working to some or all employees, in 2018 69% offered flexible or homeworking – 35% for all employees and 34% for some.

One explanation for why so many employers now offer this perk might be linked to the shift to homeworking during the pandemic. However, CIPD research [on flexible working arrangements and the impact of the pandemic](#) indicates that, while homeworking has increased, other forms of flexible working (such as flexitime or job-shares) have fallen over this period.

There is also a debate about whether flexible working is actually a perk. This will depend on whether the flexibility is mutually beneficial for both the employer and the employee. If flexible working is a requirement of the job, employees might not view it as being particularly beneficial. If it is one-sided, they might seek higher pay by way of compensation, or perhaps quit.

Looking ahead to October 2022, a further 1% of our sample plan to offer flexible working to some or all of their people.

Allowing internet purchases to be delivered to the workplace (67%) is the second most common benefit provided, with 56% offering it to all and 11% to some. Sixty-one per cent offered this perk back in 2018. Some employers might have stopped providing this benefit because their workers were now based for some of the week from home. Some employers might have retained or introduced this perk for the convenience of key or essential workers still coming to work during the various lockdowns.

Another common benefit is childcare vouchers, offered by 53% of employers. These vouchers are for the pre-existing schemes that are still running for those enrolled pre-September 2018. However, over time, the numbers of employees receiving these vouchers will fall as they stop being eligible.

Emergency support for those with child (23%) or eldercare (19%) responsibilities is much less commonly offered, while children (17%) and dogs (15%) are not commonly welcomed into the workplace.

Six per cent of employers offer a 'four-day working week' to all staff, and 8% to some, with a further 2% planning to introduce it in 2022. Since our survey, this idea will be trialled in the UK by 30 organisations (including firms like Atom bank, Reward Agency and Canon) to assess what impact this has on employee output. There are consequences for employers in terms of how they manage this, such as the pay implications for part-time staff. For example, someone who was considered part-time because they were working four out of five working days would now be working full-time.

Very few organisations are planning to introduce new personal or family benefits by October 2022.

More information can be found in Table 1 in the Appendix.

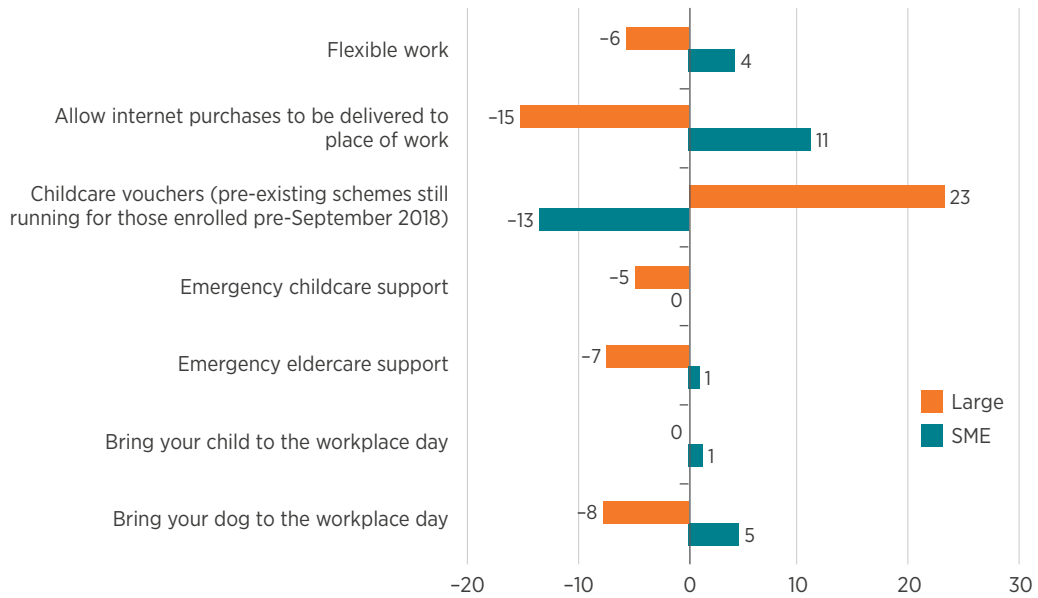
SMEs most likely to offer flexible working to all

Figure 2 shows that flexible working for all employees is more likely to be offered by SMEs than large employers, and a similar picture emerges when it comes to the delivery of internet purchases. This is possibly because flexible working is simpler to organise in SMEs because there are fewer people, or because offering this helps them now stand out in the labour market.

Variations are a little less pronounced among the less common benefits, although 50% of very large organisations provide both emergency childcare support and eldercare support. Such organisations are also much more likely than others to offer an on-site crèche (17%) to all.

More information can be found in Table 2 in the Appendix.

Figure 2: Provision of personal and family benefits relative to the average, according to organisation size (%)



Base: n=222. Benefits offered to all by more than 7% of organisations. The zero line represents the overall average response. Very large organisations are omitted for the sake of clarity.

Voluntary sector most likely to offer flexible working

While 70% of voluntary sector organisations provide flexible working opportunities to all, only 43% of those in the manufacturing and production sector do likewise. Also, while 58% of private sector services offer this opportunity, in the private sector and retail, hospitality, catering, leisure and cleaning subsector, just 38% do so.

Legal, financial, and other professional services are most likely to allow all staff to bring their children (22%) and dogs (20%) to the workplace on one day (one of the less popular benefits). Not a single dog crosses the threshold of organisations in the public sector, but it is almost exclusively this sector that provides an on-site crèche (11%).

More information can be found in Table 3 in the Appendix.

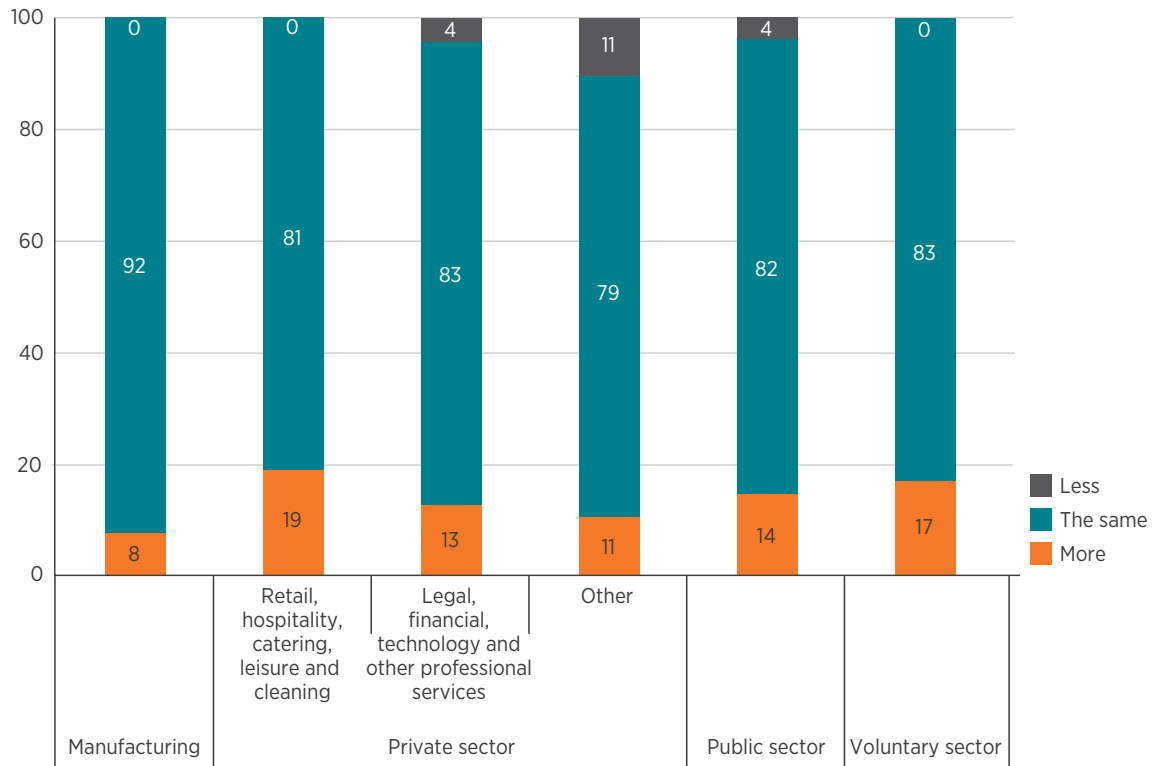
Information on spending according to organisation and employees' financial situation can be found in Tables 4 and 5 in the Appendix.

Most plan to spend the same or more

In the year to October 2022, 13% of employers plan an increase in expenditure on personal and family benefits while only 4% intend to cut spending.

Figure 3 illustrates that the voluntary sector is most likely to plan an increase in spending in this area (17%), although 19% of the retail, hospitality, catering, leisure and cleaning subsector also plan an increase.

Figure 3: Spending intentions according to organisation sector (%)



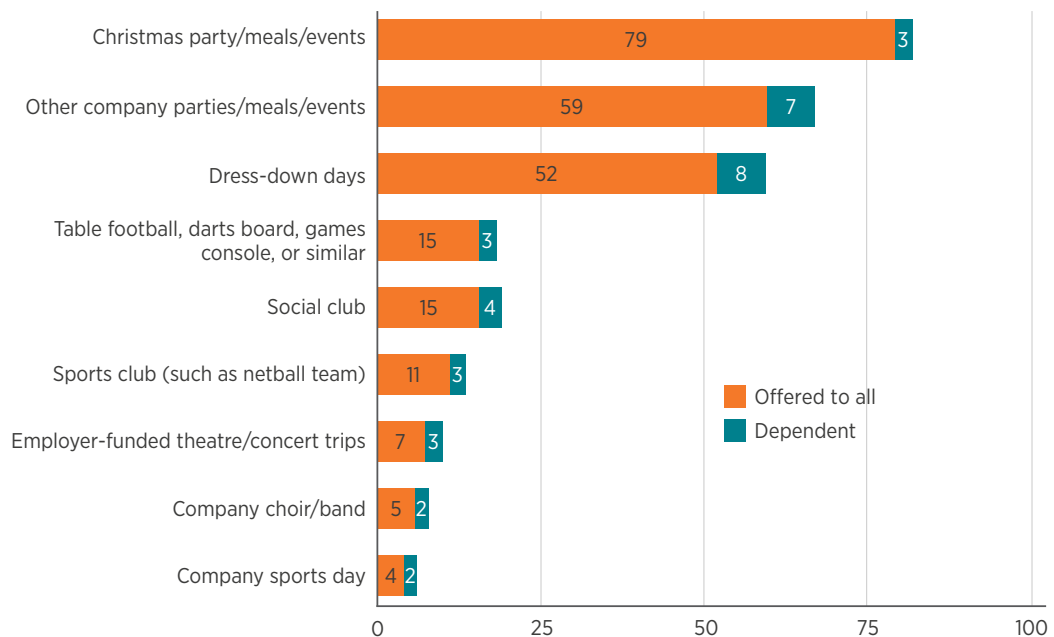
Base: n=220.

By size, there is little difference in intentions to spend more between SMEs (11%) and large organisations (13%), but very large employers are most likely to intend increasing expenditure in this area (33%).

More information can be found in Table 6 in the Appendix.

Social benefits

Figure 4: Social benefits offered by employers (%)



Base: n=221. 'Dependent' indicates a benefit offered to some staff dependent on grade, seniority, location, job, role, and so on.

Christmas still being celebrated

Despite the pandemic, Christmas meals, parties or other related events are offered by 82% of organisations. This is the most common social benefit provided, although other non-Christmas-related meals, parties or events come second at 66%.

However, as our 2021 *Reward Management* survey found, many of these workplace get-togethers had moved online due to rules regarding social distancing and mixing during the pandemic. Online celebrations are also relatively low cost, which could explain why there has been an increase in the prevalence of such events since 2018, when 64% offered such gatherings to all or some workers.

Figure 4 shows that dress-down days are offered by 60% of employers, up from 52% that offered such days in 2018. This might reflect a more relaxed approach to work attire, accelerated by the pandemic and the shift to homeworking. Similarly, some organisations may have been prepared to relax the dress code for those people who were unable to do their job from home.

We asked respondents whether they were offering such benefits as table football, darts boards, games consoles, and so on, to gauge whether employers were using these either to try and tempt their people back to the office, or to reward those people who had to work on-site. We found that only 18% of organisations offered these perks, with the retail, hospitality, catering, leisure, and cleaning subsector most likely to offer them (33%), suggesting that they're more likely to be offered in front-line settings where staff can't work from home.

Other benefits – sporting, musical or cultural – are not common. Almost no organisations are planning to introduce social benefits in the year to October 2022.

More information can be found in Table 7 in the Appendix.

Smaller organisations more likely to offer social benefits

SMEs are much more likely than larger employers to offer Christmas events (88%), non-Christmas events (68%) and dress-down days (56%) to all staff, though the picture is more even among the less common benefits. This might be because smaller employers find it easier to plan and run Christmas or non-Christmas events, either as physical or non-physical occasions

More information can be found in Table 8 in the Appendix.

The public sector is less likely to offer social benefits

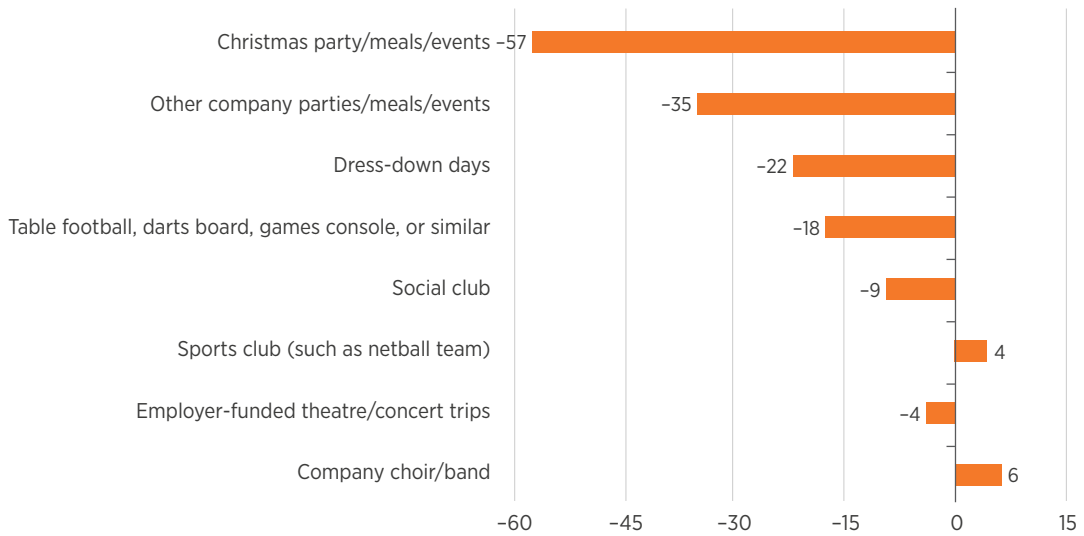
Despite recent interest in the prevalence of workplace parties in parts of government, just 29% of public sector organisations offer Christmas or non-Christmas events to all. This contrasts strongly with those who do: 86% of manufacturing and production firms, 87% of private services, and 83% of voluntary sector organisations.

Similarly, only 32% of the public sector have dress-down days. Within the private services sector, just 37% of firms in the retail, hospitality, catering, leisure, and cleaning subsector offer this perk, compared with 63% of those in legal, financial, and other professional services.

However, Figure 5 shows that the public sector is more likely to have a works choir or band than other sectors.

More information can be found in Table 9 in the Appendix.

Figure 5: Provision of social benefits by public sector organisations compared with all others (%)



Base: n=221. The zero line represents the level of provision by all other organisations. Company sports day omitted as public sector identical to other sectors' provision (4%).

Financial situation impacts offering

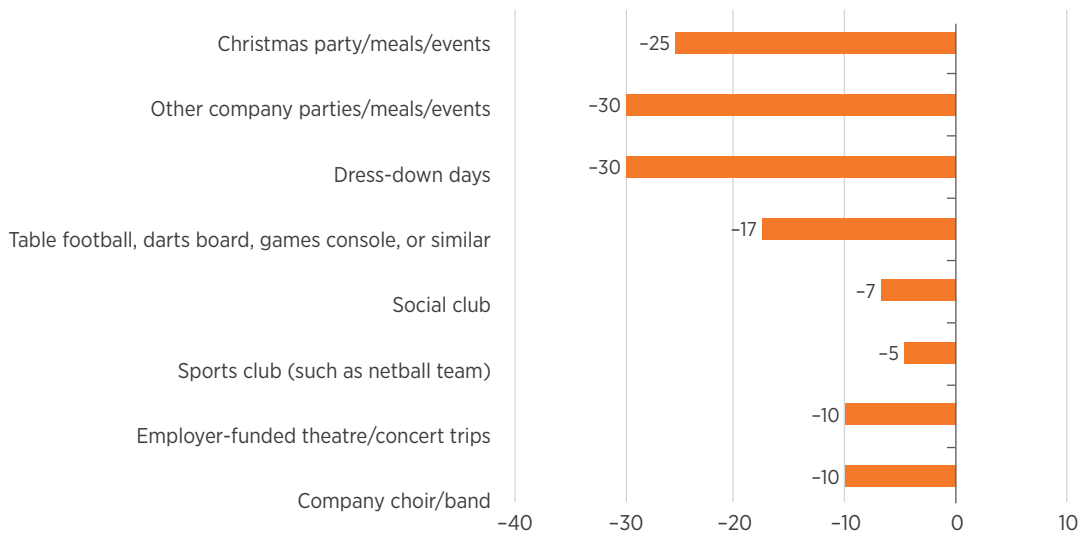
Employers that judge their financial situation to be ‘a lot worse off’ since 2020 are less likely to offer social benefits to their people compared with other organisations (even those that report being ‘a bit worse off’). Figure 6 compares the social benefits on offer in employers that are ‘a lot worse off’ with those on offer in employers that are only ‘a little worse’ off.

For example, 31% of those ‘a lot worse off’ provide non-Christmas social events as opposed to 62% of those that are ‘a bit worse off’.

More information can be found in Table 10 in the Appendix.

Information on spending according to employees’ financial situation can be found in Table 11 in the Appendix.

Figure 6: Provision of social benefits by organisations that are ‘a lot worse off’ compared with those that are ‘a bit worse off’ (%)



Base: n=221. The zero line represents the level of provision by those only ‘a bit worse off’. Company sports day omitted as the two groups offer identical provision (3%).

Social benefits spending set to grow

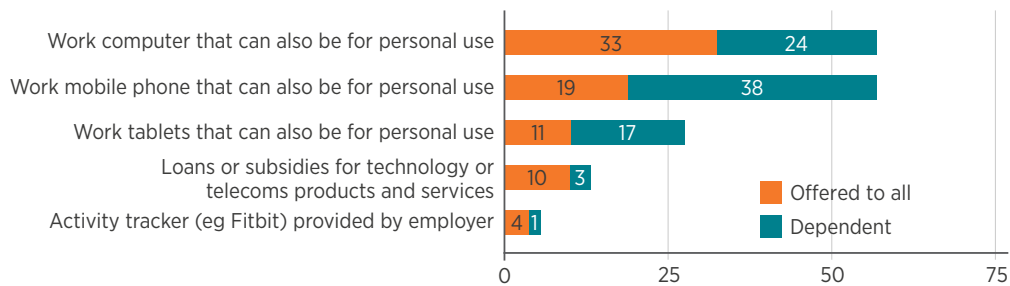
In the year to October 2022, 14% of employers intend to spend more on social benefits while only 5% mean to cut them. Most (81%) intend to keep spending at the same level. These proportions do not vary significantly by organisation size or sector.

Perhaps surprisingly, an organisation’s financial situation does not seem to influence future spending plans: 82% of those who are ‘a lot worse off’ intend to spend the same amount and 15% plan to increase spending. This may suggest that any cuts have already been made.

More information can be found in Table 12 in the Appendix.

Technology benefits

Figure 7: Technology benefits on offer (%)



Base: n=218. ‘Dependent’ indicates a benefit offered to some staff dependent on grade, seniority, location, job, role, and so on.

Most provide a computer that can be used for personal use

Almost six in ten employers (57%) now offer their employees a computer that they can also use for personal use; 33% of employers provide them to everyone, while 24% offer them to some, dependent on such factors as their job, location, grade, and so on. It is probable that the increase in people working from home may be an explanation for the percentage of employers now offering this – in 2018 the proportion was 43%. With the growth in homeworking, there is a debate as to whether this should be regarded as a ‘benefit’ of the job, or a ‘tool’ needed to do the job. There are also cyber-security implications with staff working on their computers from home.

The same percentage offer a mobile phone that can also be for personal use, but this is much more likely (38%) to be dependent on such factors as grade, job, location, and so on. Only 19% offer this to all staff. By contrast, in 2018 32% of employers offered this benefit to certain groups of employees, while 13% offered them to all staff. Again, the growth in mobile phones could be linked to the growth in homeworking in certain sectors.

Computers are more common than work tablets, with 28% of employers offering a tablet – 11% to all and 17% just to some staff. Loans for technology or telecoms products are low down the list at 13% and only 6% offer an activity tracker, either to all or some staff. Loans for tech were identified by the Joseph Rowntree Trust as a way of helping make these products more affordable for low-waged workers. Due to the current cost-of-living crisis, we might see more employers explore this type of benefit.

More information can be found in Table 13 in the Appendix.

SMEs are more likely to offer computers, mobiles, and tablets

While 39% of SMEs offer all staff a work computer that can also be for personal use, only 24% of large organisations do the same. Similarly, 25% of SMEs offer a mobile phone but only 9% of large employers do so.

The picture is reversed when it comes to loans or subsidies for technology or telecoms items: 15% of large organisations offer these compared with only 8% of SMEs.

More information can be found in Table 14 in the Appendix.

The public sector is less likely to offer technology benefits

Only 7% of those in the public sector provide all staff with a work computer that may also be for personal use. By contrast, 40% of employers in both the voluntary and private sector services do the same. However, within private sector services, just 28% of the retail, hospitality, catering, leisure, and cleaning subsector provide this, while 49% of legal, financial and other professional services do. This might reflect the fact that front-line and key workers, in public services and the retail, hospitality, catering, leisure and cleaning subsector, have less opportunity to work from home.

More information can be found in Table 15 in the Appendix.

In terms of financial situation, those organisations reporting that they are ‘a lot worse off’ provide slightly fewer technology benefits; this difference isn’t large or entirely consistent, unlike the other benefit types we have reviewed so far.

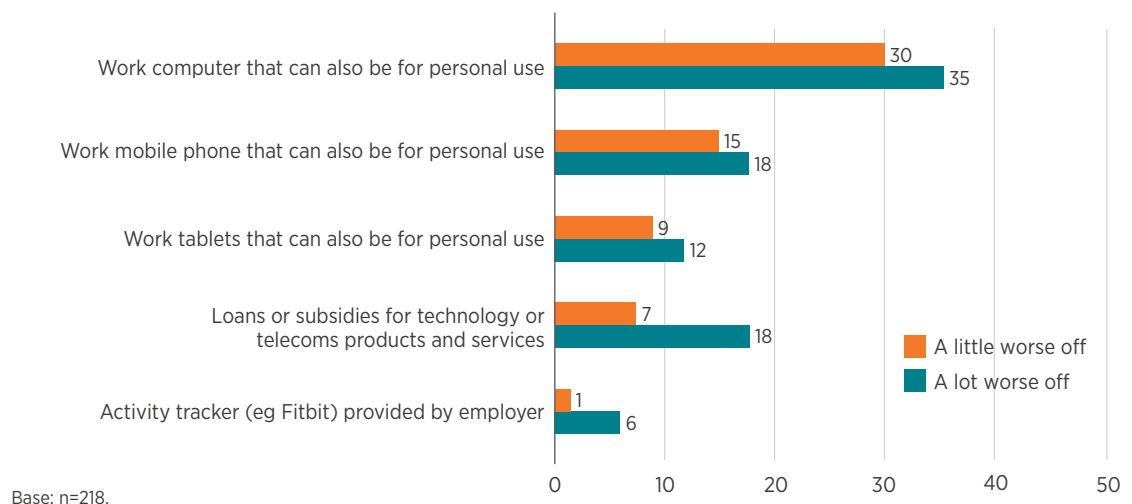
More information can be found in Table 16 in the Appendix.

Those who see their staff as ‘a lot worse off’ more likely to offer tech

Figure 8 illustrates this trend. For example, while 35% of employers that think their staff are ‘a lot worse off’ provide a work computer also for personal use, 30% of those that think their workers are ‘a bit worse off’ do likewise.

More information can be found in Table 17 in the Appendix.

Figure 8: Provision of technology benefits by those whose staff are ‘a lot’ or ‘a little worse off’ (%)

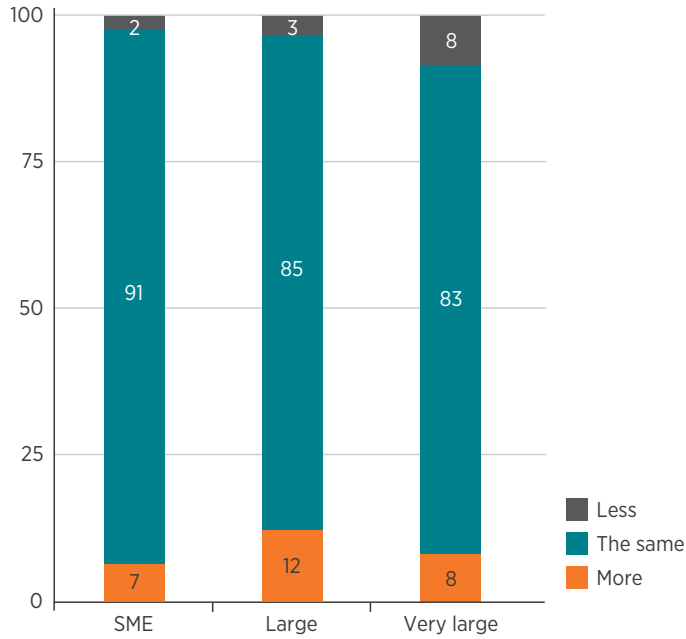


8% plan to spend more

In the year to October 2022, 8% will spend more on technology benefits, 3% mean to spend less, and 89% intend no change. The private services sector is much less likely than others to spend more compared with other sectors (5%).

Figure 9 shows that large organisations are most likely to plan to increase spending (12%), while the figure for SMEs is only 7%.

Figure 9: Spending intentions according to organisation size (%)



Base: n=212.

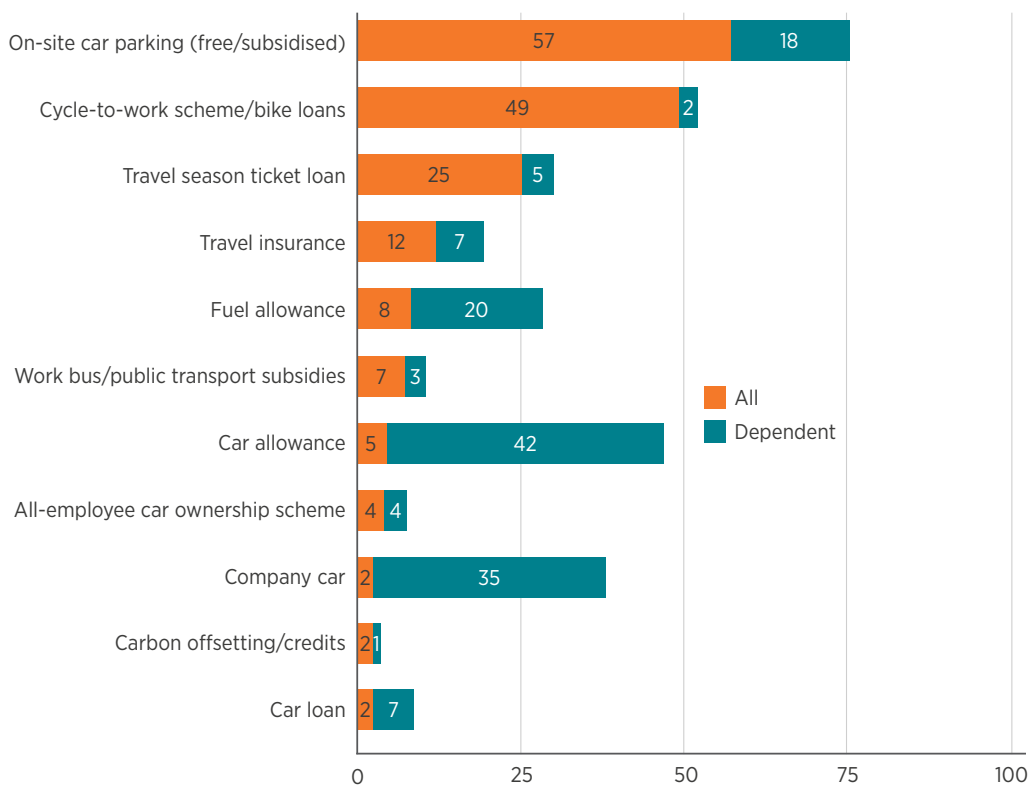
More information can be found in Table 18 in the Appendix.

Transport and travel benefits

On-site car parking the most common benefit

When it comes to transport and travel benefits, Figure 10 shows that 75% of respondents offer on-site car parking, 57% to all staff and 18% to some. Another common benefit is a cycle-to-work scheme, offered by 51% of organisations, mostly to all staff. This is up on the 45% that offered this benefit in 2018 and might be linked to the pandemic. Our 2021 *Reward Management* survey found some employers had introduced this perk, or planned to do so, in response to employee concerns regarding using public transport during the pandemic. A minority provide a season ticket loan to all (25%) and a further 5% to some staff.

Figure 10: Transport and travel benefits on offer (%)



Base: n=217. 'Dependent' indicates a benefit offered to some staff dependent on grade, seniority, location, job, role, and so on.

Travel benefits most likely to be dependent

Figure 10 also shows that among all the benefits, travel and transport benefits are more likely to be focused on some employees, according to such factors as their job, location, grade, seniority, and so on. For example, only 8% of employers offer fuel allowance to all staff, but a further 20% offer it to some of them. Similarly, only 5% of organisations offer a car allowance to all employees, but 42% offer it to some.

More information can be found in Table 19 in the Appendix.

SMEs offer fewer transport and travel benefits to all

Although on-site car parking is evenly spread among different-sized organisations, fewer SMEs offer all staff a transport and travel benefit. For example, while 39% of SMEs operate the cycle-to-work scheme, 67% of large employers do likewise.

More information can be found in Tables 20 and 21 in the Appendix.

Manufacturing and production most likely to provide parking

Almost all firms in the manufacturing and production sector offer all their staff on-site parking. This might be because such operations are out of town, with employees needing to use a car to travel to the workplace (while having space for parking). Employers in the voluntary sector are the least likely to do this (43%). However, this picture is reversed in the case of a cycle-to-work scheme, with organisations in the voluntary (60%) and public sectors (70%) more likely than firms in the manufacturing and production (42%) and private services sectors (44%) to provide this to all staff.

More information can be found in Tables 22 and 23 in the Appendix.

The financial situation of an organisation or its employees has a limited impact on the travel benefits provided

More information can be found in Tables 24 and 25 in the Appendix.

More plan to increase spending than cut it

While 9% plan to spend more on travel benefits, only 4% plan to cut them. However, 87% intend to maintain spending at the current level. These proportions are broadly consistent among different groups, although large organisations (12%) and the very large (17%) are more likely than SMEs (7%) to plan an increase. Those organisations who are 'a lot' (6%) or 'a bit' (3%) financially worse off are slightly less likely to plan any increase in spending.

More information can be found in Table 26 in the Appendix.

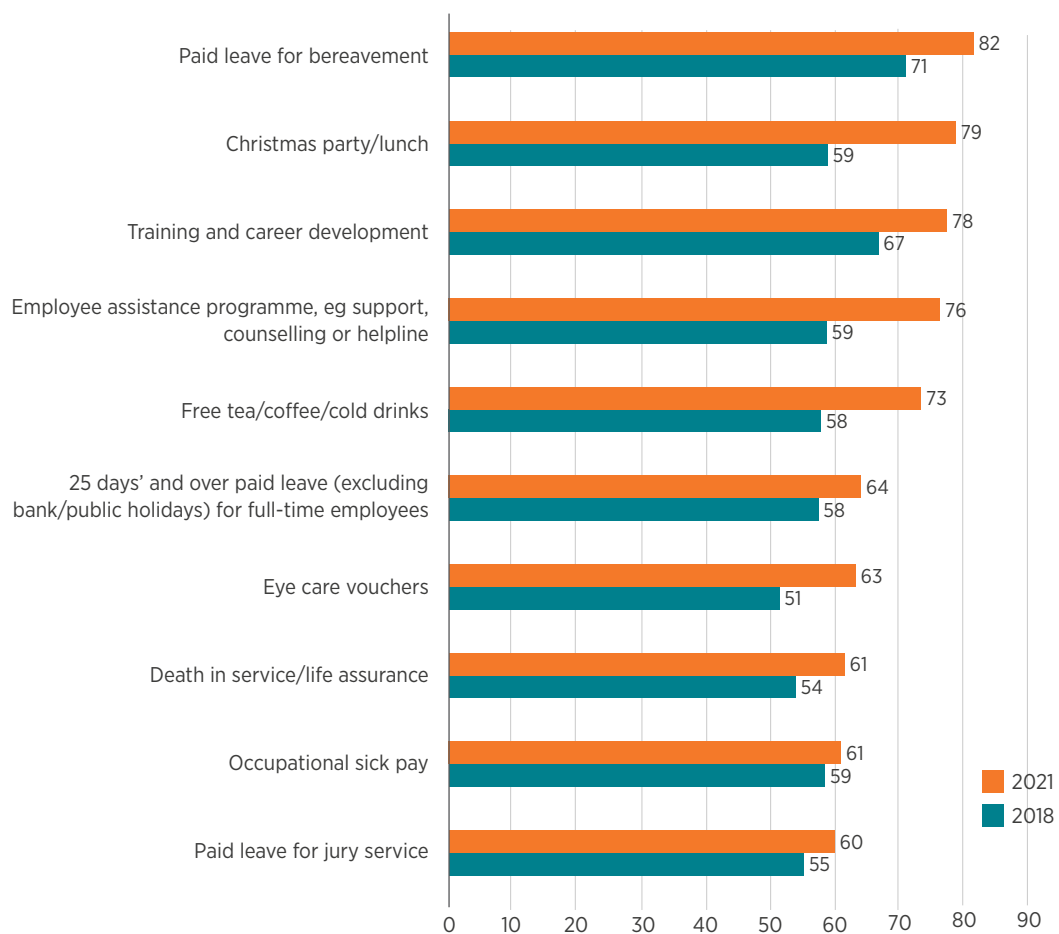
Summary

Benefits for all on the increase...

The final part of this section reviews the benefit provision covered both here and in Section 1. Bringing all the data together, Figure 11 shows that the most common benefit offered to all employees is paid leave for bereavement.

It also shows that, compared with 2018, more employers are offering these common benefits. For example, the provision of paid leave for bereavement has increased from 71% of organisations in 2018 to 82% in 2021. And offering a Christmas party or lunch has jumped from 59% in 2018 to 79%.

Figure 11: Ten most common benefits provided to all staff (%)



More information can be found in Table 27 in the Appendix.

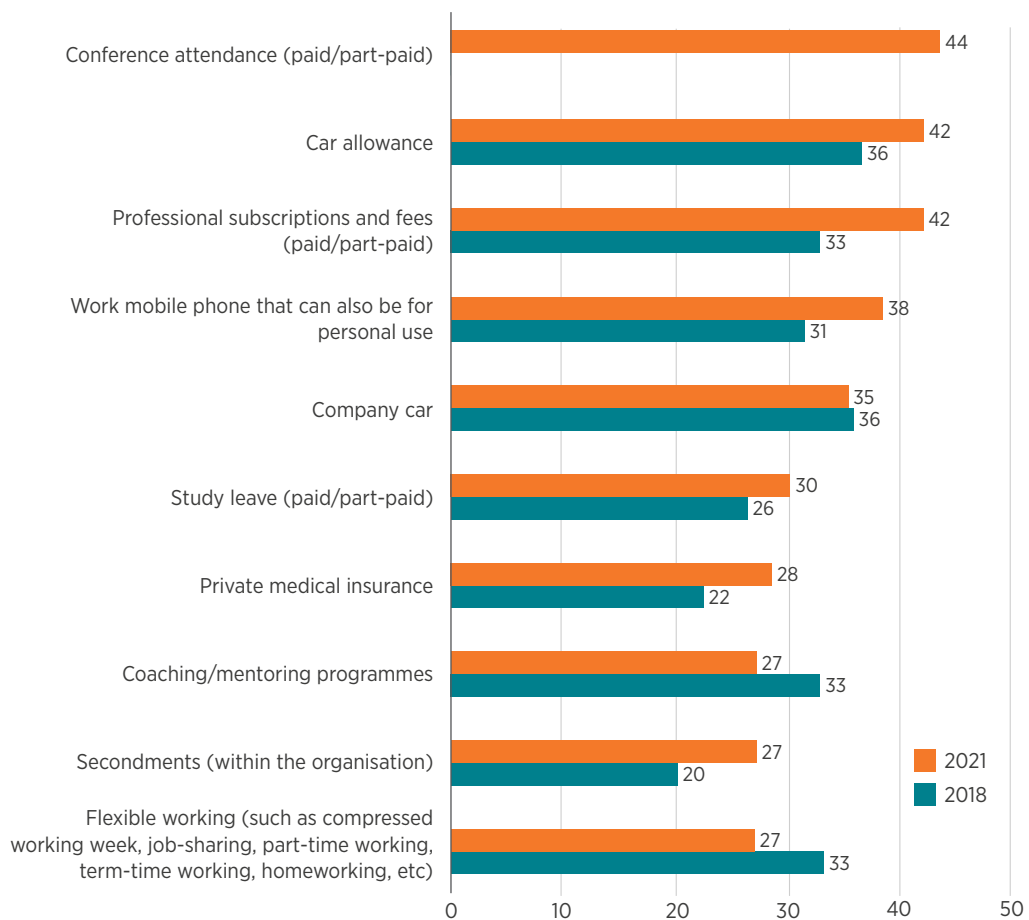
...as are benefits offered to some

When it comes to benefits that are linked to an employee's grade, seniority, or other similar factors, Figure 12 illustrates that conference attendance, whether paid or part-paid, is the most common benefit (44%). Transport provision includes a car allowance (42%) or a company car (35%). Developmental benefits are also well represented, including professional subscriptions (42%), study leave (30%) and a coaching or mentoring programme (27%).

Compared with 2018, more employers have increased provision. However, two stand out from this trend: coaching and mentoring programmes, where the proportion of employers offering this to some workers has fallen from 33% to 27%; and flexible working, where the percentage of employers providing this has also fallen from 33% to 27%. Some of this might be that employers are more egalitarian in their offering, and some employers that previously reserved flexible working for some staff have now extended it to all, possibly in response to the pandemic and a shift to homeworking.

By contrast, the proportion of employers providing a company car has hardly changed since 2018, even though many company car drivers will not have been able to enjoy them during the various lockdowns.

Figure 12: Top ten benefits provided to some staff, dependent on grade, seniority, location, job, role, etc (%)



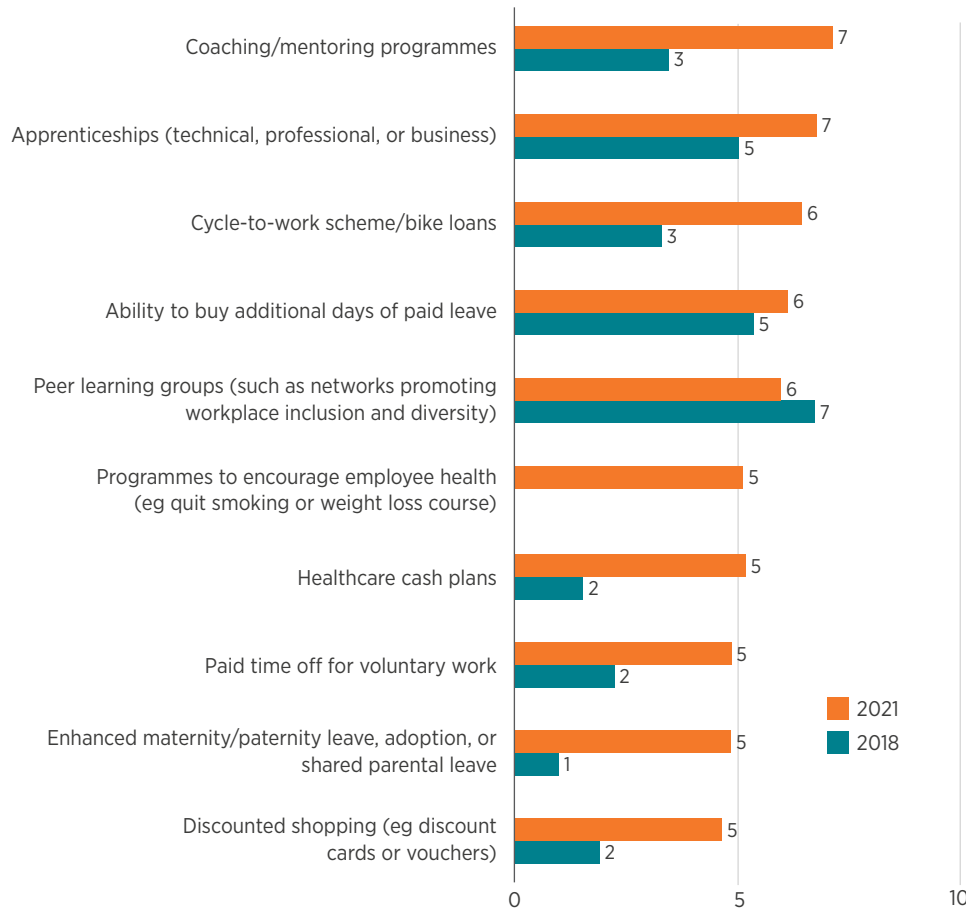
More information can be found in Table 28 in the Appendix.

More employers set to offer coaching or mentoring programmes

Figure 13 shows that the benefits most likely to be planned for 2022 are the introduction of a coaching or mentoring programme and the provision of apprenticeships (both 7%). The introduction of cycle-to-work schemes, buying additional days of paid leave and peer learning groups are all envisaged by 6% of respondents. Only one in twenty organisations plan other benefits such as healthcare cash plans, programmes to encourage employee health or discounted shopping.

Figure 13 also shows that more employers are planning to provide these benefits than they did in 2018. For example, in 2018 3% of our sample had plans to introduce coaching in the next 12 months or mentoring for some or all employees; by 2021 the proportion planning to introduce this benefit in the next 12 months had jumped to 7%.

Figure 13: Top ten benefits planned (%)



More information can be found in Table 29 in the Appendix.

There’s been an increase in health and wellbeing benefits

In a period when health has been uppermost in everybody’s minds, there has been an increase in the proportion of employers offering health and wellbeing benefits to all staff. For example, programmes to encourage physical fitness have seen the greatest increase, up 22 percentage points from 2018. The provision of an employee assistance programme has risen by 19 percentage points, free flu vaccinations by 18 percentage points and free eye tests by 17 percentage points.

Flexible working (up 17 percentage points) and the provision of a home computer (up 15 percentage points) may well reflect the changing world of work due to COVID-19.

Figure 14: Benefits whose provision has most increased (%)



Increase in percentage providing each benefit compared with 2018.

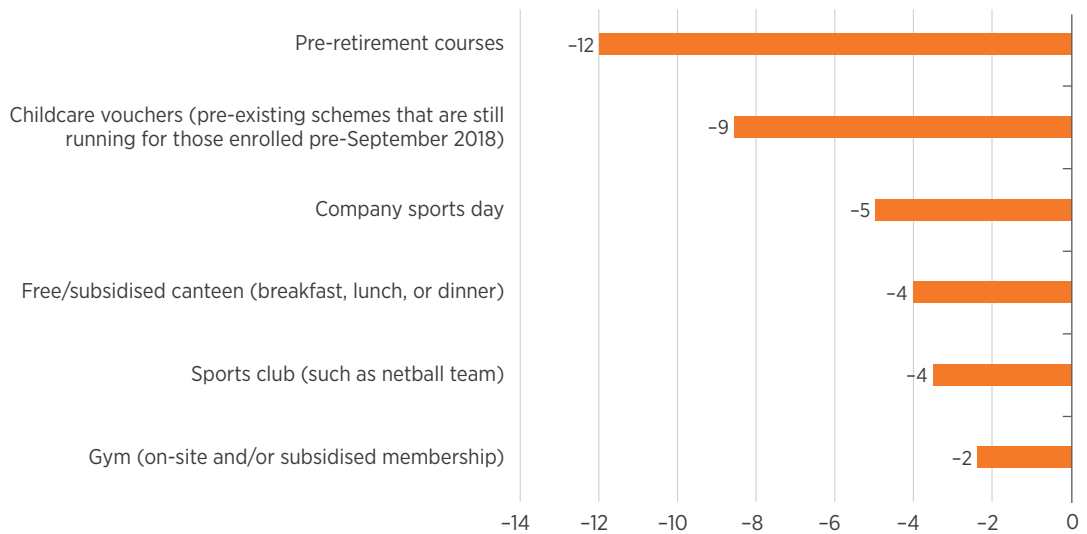
More information can be found in Table 30 in the Appendix.

Remote working has reduced some benefits

Figure 15 indicates that there are a few benefits whose provision has dropped substantially. Perhaps surprisingly, provision of pre-retirement courses to all staff has decreased the most, by 12 percentage points. This might be because it was hard to run such courses in person during the pandemic and employees were directed instead to other sources of free impartial help, such as the Money and Pensions Service.

Most of the decreases in the provision of the other benefits shown in Figure 15 may be explained by the fact that a lot of people have been working remotely or cannot gather in person for activities. For example, company sports days (down 5 percentage points), provision of a canteen (4 percentage points), sports clubs (4 percentage points) and gyms (2 percentage points) have all seen decreases. While none of the decreases are large, few employers offered these perks in the first place – for example, in 2018 only 12% held a company sports day while 25% provided a canteen.

Figure 15: Benefits whose provision has most decreased (%)



Decrease in percentage providing each benefit compared with 2018.

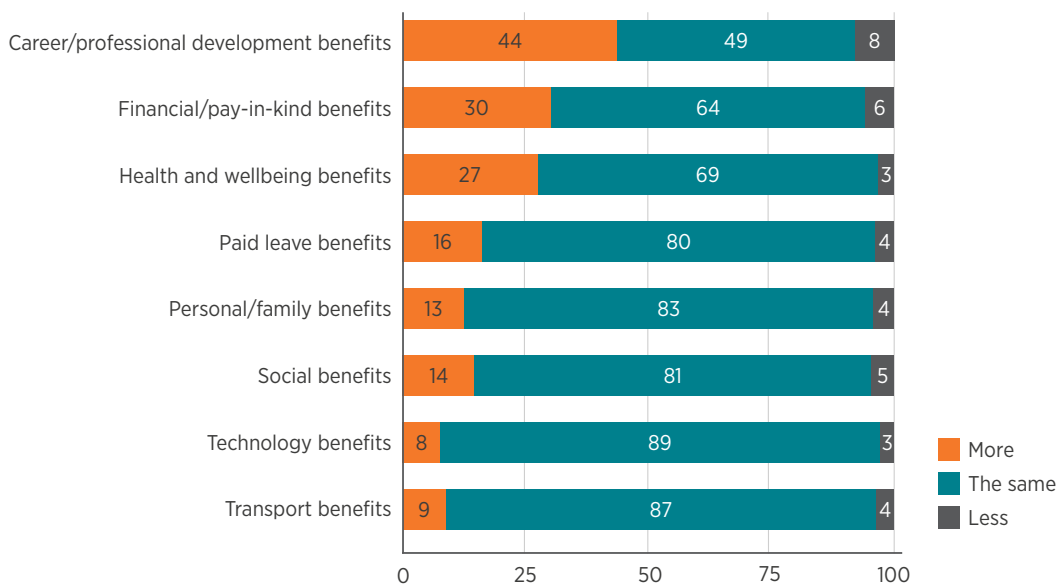
More information can be found in Table 31 in the Appendix.

Benefits spending set to rise

Figure 16 shows that more employers plan to spend more on their benefits than cut them in 2022. The area most likely to see a jump in spending is career and professional development benefits, with 44% forecasting an increase by October 2022. In addition, 30% plan an increase in spending on financial benefits and 27% on health and wellbeing benefits.

This increased investment suggests that employers are now starting to turn their attention from the ravages of the pandemic towards attracting and retaining talent, something we explore in more depth in Section 3.

Figure 16: Planned spending in the year to October 2022 (%)



More information can be found in Table 32 in the Appendix.

Conclusion and recommendations

Our survey finds that there has been some change in the most common benefits on offer to all or some staff. Some of this can be attributable to the impact of the pandemic and the subsequent restrictions on business and personal activities.

However, there might be other drivers contributing to this change, such as the UK withdrawal from the EU, disruptions in the supply chain, a greater awareness of environmental, social and governance issues, a recognition of the disparities in workplace outcomes for ethnic minority staff, skills and labour shortages, the impact of the rise in the cost of living, and so on.

Another issue is whether this change is temporary or long-lasting. For example, some employers introduced or enhanced their occupational sick pay in response to the pandemic. Once the pandemic is over, will occupational sick pay provision start to fall back?

Employers will have several cost pressures to deal with: such as the rise in the rate of employer National Insurance contributions and the increase to the National Minimum Wage and Living Wage in April 2022, as well as next year's climb in the rate of corporation tax, on top of increases to their own energy bills.

Despite these pressures, employers in this survey are more likely to say that they will either maintain or increase the amount of money they spend on their staff benefits; by contrast, very few anticipate a fall. While some new benefits are being introduced by employers, we are not seeing large numbers, so much of the rise is due to organisations spending more on their existing benefits. That so few forecast spending less indicates that the majority are confident that their organisations will benefit from economic bounce-back in 2022.

For those facing a limited or shrinking benefits budget in 2022, we would recommend that they look at other aspects of the benefit package. For example, while there are costs associated with designing and managing flexible working, these can be attractive to some employees. While homeworking has attracted much of the attention recently, there are other options as well, such as flexitime, job-sharing, and compressed working hours, which might meet the needs of both the business and employees.

More can be found at [information on flexible working](#).

Other low-cost perks include discounted shopping or hospitality, improved paid leave, health and wellbeing programmes, and social events. A [recent CIPD report](#) highlights the positive impact that employee recognition can make, so we recommend that HR teams should help their employers explore this option if it hasn't already been done.

More can be found at [Incentives and Recognition: An evidence review](#).

A recent CIPD poll of over 2,500 workers asked them what they would value if their employer couldn't increase their pay. As well as mentioning flexible working opportunities and improved annual leave, the most common call was for their employer to ensure that reward decisions are fair. Ensuring fairness from an employer perspective makes sense. It can help the employer avoid the danger of legal challenge from unfair decisions. It can also help reduce the risk of its reward decisions demotivating staff.

Ensuring fairness involves having the systems in place that allow employers to capture, analyse, and report the data in the right way at the right time. So, we recommend that HR departments should make the case for investment in the appropriate technology that allows them to do this. Also, the results and an explanation need to be shared with

employees so that they are aware that their employer is trying to ensure that reward decisions are fair. When planning the fairness communications strategy, we recommend that people professionals consider who shares what with whom, why and when, and what support they may need.

More can be found in our [pay fairness and pay reporting factsheet](#).

Employee training and development can also be an attractive tool to retain or engage groups of workers. This can be doubly beneficial if spending in this area also results in an increase in staff performance. We recommend that the HR team explores what training and development would support both the current and future needs of the business and staff, as well as reviewing how jobs and work tasks have been designed and whether there is room for improvement.

Appendix

Table 1: Personal and family benefits on offer (%)

	Offered to all	Provision is dependent on employee grade, seniority, location, job, role, etc	Planned	Offered to all or some staff
Flexible working (such as compressed working week, job-sharing, part-time working, term-time working, homeworking, etc)	58	27	1	84
Allow internet purchases to be delivered to your place of work	56	11	1	67
Childcare vouchers (pre-existing schemes that are still running for those enrolled pre-September 2018)	50	3	1	53
Emergency childcare support	22	1	2	23
Emergency eldercare support	18	1	1	19
Bring your child to the workplace day	12	5	1	16
Bring your dog to the workplace day	9	6	2	15
Learning assistance (not work-related)	7	2	2	9
Four-day working week: you're paid for five days but work only four days	6	8	2	14
Will writing service	5	0	2	6
Concierge benefits	4	0	2	5
On-site crèche	3	2	1	5

Base: n=222. Percentage of those who provide at least one personal and family benefit.

Table 2: Personal and family benefits offered to all staff, according to organisation size (%)

	SME	Large	Very large
Flexible working (such as compressed working week, job-sharing, part-time working, term-time working, homeworking, etc)	62	52	42
Allow internet purchases to be delivered to your place of work	67	41	17
Childcare vouchers (pre-existing schemes that are still running for those enrolled pre-September 2018)	37	73	67
Emergency childcare support	22	17	50
Emergency eldercare support	19	11	50
Bring your child to the workplace day	13	11	0
Bring your dog to the workplace day	14	1	0
Learning assistance (not work-related)	6	6	17
Four-day working week: you're paid for five days but work only four days	6	6	8
Will writing service	4	8	8
Concierge benefits	3	6	8
On-site crèche	1	4	17

Base: n=222. Percentage of those who provide at least one personal and family benefit.

Table 3: Personal and family benefits offered to all staff, according to organisation sector (%)

	Manufacturing and production	Private sector services				Public sector	Voluntary sector
		All private sector services, of which...	Retail, hospitality, catering, leisure and cleaning	Legal, financial and other professional services	All other private sector services		
Flexible working (such as compressed working week, job-sharing, part-time working, term-time working, homeworking, etc)	43	58	38	61	63	61	70
Allow internet purchases to be delivered to your place of work	49	61	48	67	60	43	57
Childcare vouchers (pre-existing schemes that are still running for those enrolled pre-September 2018)	41	44	33	43	49	71	67
Emergency childcare support	24	20	10	20	23	21	27
Emergency eldercare support	24	17	10	16	19	18	20
Bring your child to the workplace day	8	14	10	22	9	7	10
Bring your dog to the workplace day	8	10	5	20	4	0	13
Learning assistance (not work-related)	14	4	5	4	4	7	10
Four-day working week: you're paid for five days but work only four days	5	6	0	6	7	4	10
Will writing service	3	6	0	10	5	0	10
Concierge benefits	5	2	0	2	4	4	10
On-site crèche	0	2	0	2	4	11	0

Base: n=222. Percentage of those who provide at least one personal and family benefit.

Table 4: Personal and family benefits offered to all staff, according to organisation financial situation compared with the beginning of 2020 (%)

	Much worse off	A bit worse off	About the same	A bit better off	A lot better off
Flexible working (such as compressed working week, job-sharing, part-time working, term-time working, homeworking, etc)	53	63	62	55	47
Allow internet purchases to be delivered to your place of work	56	55	52	61	53
Childcare vouchers (pre-existing schemes that are still running for those enrolled pre-September 2018)	53	55	48	48	47
Emergency childcare support	18	15	32	18	16
Emergency eldercare support	18	10	26	16	16
Bring your child to the workplace day	9	10	17	10	11
Bring your dog to the workplace day	3	15	9	11	0
Learning assistance (not work-related)	0	13	6	6	5
Four-day working week: you're paid for five days but work only four days	6	8	5	5	5
Will writing service	0	5	5	11	0
Concierge benefits	0	5	5	5	0
On-site crèche	6	3	3	2	0

Base: n=222. Percentage of those who provide at least one personal and family benefit.

Table 5: Personal and family benefits offered to all staff, according to employees' financial situation compared with the beginning of 2020 (%)

	Much worse off	A bit worse off	About the same	A bit better off	A lot better off
Flexible working (such as compressed working week, job-sharing, part-time working, term-time working, homeworking, etc)	53	54	61	61	43
Allow internet purchases to be delivered to your place of work	29	60	57	59	43
Childcare vouchers (pre-existing schemes that are still running for those enrolled pre-September 2018)	47	52	44	64	29
Emergency childcare support	18	24	21	25	0
Emergency eldercare support	18	21	16	23	0
Bring your child to the workplace day	6	13	13	11	0
Bring your dog to the workplace day	6	9	13	5	0
Learning assistance (not work-related)	0	6	8	9	0
Four-day working week: you're paid for five days but work only four days	6	6	5	9	0
Will writing service	6	3	2	14	14
Concierge benefits	0	4	3	7	0
On-site crèche	0	4	2	2	0

Base: n=222. Percentage of those who provide at least one personal and family benefit.

Table 6: Spending intentions on personal and family development benefits in the year to October 2022 (%)

	More	The same	Less
All	13	83	4
Sector			
Manufacturing and production	8	92	0
Private sector services, of which:	13	81	6
Retail, hospitality, catering, leisure and cleaning	19	81	0
Legal, financial, technology and other professional services	13	83	4
Other private sector	11	79	11
Public sector	14	82	4
Voluntary, community and not-for-profit	17	83	0
Size			
SME (<250)	11	83	6
Large (250–9,999)	13	86	1
Very large (10,000+)	33	67	0
Organisation's financial situation compared with start of 2020			
A lot worse off	12	79	9
A bit worse off	13	85	3
About the same	11	86	3
A bit better off	15	82	3
A lot better off	11	84	5
Employees' financial situation compared with start of 2020			
A lot worse off	6	76	18
A bit worse off	14	85	2
About the same	12	84	5
A bit better off	16	82	2
A lot better off	14	86	0

Base: n=220.

Table 7: Social benefits on offer (%)

	Offered to all	Provision is dependent on employee grade, seniority, location, job, role, etc	Planned	Offered to all or some staff
Christmas party/meals/events	79	3	0	81
Other company parties/meals/events	59	7	0	67
Dress-down days	52	8	0	59
Social club	15	4	0	19
Table football, darts board, games console or similar	15	3	1	18
Sports club (such as netball team)	11	3	0	14
Employer-funded theatre/concert trips	7	3	1	10
Company choir/band	5	2	0	7
Company sports day	4	2	1	6

Base: n=221. Percentage of those who provide at least one social benefit.

Table 8: Social benefits offered to all staff, according to organisation size (%)

	SME	Large	Very large
Christmas party/meals/events	88	65	50
Other company parties/meals/events	68	43	50
Dress-down days	56	46	33
Social club	15	14	25
Table football, darts board, games console or similar	15	14	25
Sports club (such as netball team)	9	14	8
Employer-funded theatre/concert trips	10	1	8
Company choir/band	1	13	8
Company sports day	3	7	0

Base: n=221. Percentage of those who provide at least one social benefit.

Table 9: Social benefits offered to all staff, according to organisation sector (%)

	Manufacturing and production	Private sector services				Public sector	Voluntary sector
		All private sector services, of which...	Retail, hospitality, catering, leisure and cleaning	Legal, financial and other professional services	All other private sector services		
Christmas party/meals/events	86	87	79	90	86	29	83
Other company parties/meals/events	54	68	58	73	67	29	57
Dress-down days	51	55	37	63	53	32	57
Social club	14	17	16	18	16	7	20
Table football, darts board, games console or similar	11	22	32	22	19	0	7
Sports club (such as netball team)	16	8	0	6	12	14	13
Employer-funded theatre/concert trips	11	8	5	6	10	4	3
Company choir/band	0	5	5	6	3	11	10
Company sports day	5	4	5	8	0	4	3

Base: n=221. Percentage of those who provide at least one social benefit.

Table 10: Financial benefits offered to all staff, according to organisation financial situation compared with the beginning of 2020 (%)

	Much worse off	A bit worse off	About the same	A bit better off	A lot better off
Christmas party/meals/events	54	79	76	92	89
Other company parties/meals/events	31	62	56	72	74
Dress-down days	34	64	55	49	58
Social club	9	15	15	23	5
Table football, darts board, games console or similar	6	23	15	18	11
Sports club (such as netball team)	3	8	17	11	11
Employer-funded theatre/concert trips	0	10	11	8	0
Company choir/band	3	13	6	3	0
Company sports day	3	3	3	8	0

Base: n=221. Percentage of those who provide at least one social benefit.

Table 11: Social benefits offered to all staff, according to employees' financial situation compared with the beginning of 2020 (%)

	Much worse off	A bit worse off	About the same	A bit better off	A lot better off
Christmas party/meals/events	59	73	78	93	100
Other company parties/meals/events	24	55	62	73	71
Dress-down days	24	54	53	50	86
Social club	12	16	13	18	29
Table football, darts board, games console or similar	6	15	17	14	29
Sports club (such as netball team)	6	7	13	14	14
Employer-funded theatre/concert trips	0	10	2	11	29
Company choir/band	6	7	3	7	0
Company sports day	6	6	0	9	0

Base: n=221. Percentage of those who provide at least one social benefit.

Table 12: Spending intentions on social benefits in the year to October 2022 (%)

	More	The same	Less
All	14	81	5
Sector			
Manufacturing and production	14	83	3
Private sector services, of which:	15	80	5
Retail, hospitality, catering, leisure and cleaning	16	84	0
Legal, financial, technology and other professional services	19	79	2
Other private sector	12	79	9
Public sector	11	82	7
Voluntary, community and not-for-profit	13	83	3
Size			
SME (<250)	14	80	6
Large (250-9,999)	16	84	0
Very large (10,000+)	8	75	17
Organisation's financial situation compared with start of 2020			
A lot worse off	15	82	3
A bit worse off	13	79	8
About the same	12	88	0
A bit better off	17	75	8
A lot better off	17	83	0
Employees' financial situation compared with start of 2020			
A lot worse off	12	82	6
A bit worse off	9	86	5
About the same	14	82	4
A bit better off	21	74	5
A lot better off	29	57	14

Base: n=216.

Table 13: Technology benefits on offer (%)

	Offered to all	Provision is dependent on employee grade, seniority, location, job, role, etc	Planned	Offered to all or some staff
Work computer that can also be for personal use	33	24	0	57
Work mobile phone that can also be for personal use	19	38	0	57
Work tablets that can also be for personal use	11	17	0	28
Loans or subsidies for technology or telecoms products and services	10	3	3	13
Activity tracker (eg Fitbit) provided by employer	4	1	0	6

Base: n=218. Percentage of those who provide at least one technology benefit.

Table 14: Technology benefits offered to all staff, according to organisation size (%)

	SME	Large	Very large
Work computer that can also be for personal use	39	24	8
Work mobile phone that can also be for personal use	25	9	8
Work tablets that can also be for personal use	14	6	0
Loans or subsidies for technology or telecoms products and services	8	15	8
Activity tracker (eg Fitbit) provided by employer	4	4	0

Base: n=218. Percentage of those who provide at least one technology benefit.

Table 15: Technology benefits offered to all staff, according to organisation sector (%)

	Manufacturing and production	Private sector services				Public sector	Voluntary sector
		All private sector services, of which...	Retail, hospitality, catering, leisure and cleaning	Legal, financial and other professional services	All other private sector services		
Work computer that can also be for personal use	22	40	28	49	35	7	40
Work mobile phone that can also be for personal use	8	27	11	39	21	4	13
Work tablets that can also be for personal use	3	16	22	16	14	0	7
Loans or subsidies for technology or telecoms products and services	0	15	11	12	19	4	7
Activity tracker (eg Fitbit) provided by employer	8	5	0	8	4	0	0

Base: n=218. Percentage of those who provide at least one technology benefit.

Table 16: Technology benefits offered to all staff, according to organisation financial situation compared with the beginning of 2020 (%)

	Much worse off	A bit worse off	About the same	A bit better off	A lot better off
Work computer that can also be for personal use	26	31	35	33	32
Work mobile phone that can also be for personal use	18	23	12	18	32
Work tablets that can also be for personal use	12	8	9	13	5
Loans or subsidies for technology or telecoms products and services	6	13	11	12	5
Activity tracker (eg Fitbit) provided by employer	0	8	3	5	0

Base: n=218. Percentage of those who provide at least one technology benefit.

Table 17: Technology benefits offered to all staff, according to employees' financial situation compared with the beginning of 2020 (%)

	Much worse off	A bit worse off	About the same	A bit better off	A lot better off
Work computer that can also be for personal use	35	30	32	40	14
Work mobile phone that can also be for personal use	18	15	21	24	0
Work tablets that can also be for personal use	12	9	12	12	0
Loans or subsidies for technology or telecoms products and services	18	7	12	10	0
Activity tracker (eg Fitbit) provided by employer	6	1	5	7	0

Base: n=218. Percentage of those who provide at least one technology benefit.

Table 18: Spending intentions on technology benefits in the year to October 2022 (%)

	More	The same	Less
All	8	89	3
Sector			
Manufacturing and production	14	83	3
Private sector services, of which:	5	92	3
Retail, hospitality, catering, leisure and cleaning	6	89	6
Legal, financial, technology and other professional services	4	94	2
Other private sector	6	91	4
Public sector	14	82	4
Voluntary, community and not-for-profit	10	90	0
Size			
SME (<250)	7	91	2
Large (250–9,999)	12	85	3
Very large (10,000+)	8	83	8
Organisation's financial situation compared with start of 2020			
A lot worse off	15	82	3
A bit worse off	3	92	5
About the same	10	89	2
A bit better off	7	89	4
A lot better off	5	95	0
Employees' financial situation compared with start of 2020			
A lot worse off	12	82	6
A bit worse off	9	84	6
About the same	7	91	1
A bit better off	7	93	0
A lot better off	14	86	0

Base: n=212.

Table 19: Transport and travel benefits on offer (%)

	Offered to all	Provision is dependent on employee grade, seniority, location, job, role, etc	Planned	Offered to all or some staff
On-site car parking (free/subsidised)	57	18	0	75
Cycle-to-work scheme/bike loans	49	2	6	52
Travel season ticket loan	25	5	2	30
Travel insurance	12	7	0	19
Fuel allowance	8	20	0	28
Work bus/public transport subsidies	7	3	0	10
Car allowance	5	42	0	47
All-employee car ownership schemes	4	4	3	8
Company car	2	35	0	38
Car loan	2	7	1	9
Carbon offsetting/credits	2	1	3	3

Base: n=217. Percentage of those who provide at least one transport and travel benefit.

Table 20: Transport and travel benefits offered to all staff, according to organisation size (%)

	SME	Large	Very large
On-site car parking (free/subsidised)	60	57	17
Cycle-to-work scheme/bike loans	39	67	67
Travel season ticket loan	20	33	42
Travel insurance	13	9	17
Fuel allowance	12	1	0
Work bus/public transport subsidies	7	6	25
Car allowance	4	7	0
All-employee car ownership schemes	1	9	8
Company car	1	4	0
Car loan	1	4	0
Carbon offsetting/credits	2	1	0

Base: n=217. Percentage of those who provide at least one transport and travel benefit.

Table 21: Transport and travel benefits offered according to grade or seniority, by organisation size (%)

	SME	Large	Very large
Car allowance	36	54	42
Company car	33	40	42
Fuel allowance	18	21	33
On-site car parking (free/subsidised)	12	28	42

Base: n=217. Percentage of those who provide at least one transport and travel benefit.
Four most common benefits offered according to grade.

Table 22: Transport and travel benefits offered to all staff, according to organisation sector (%)

	Manufacturing and production	Private sector services				Public sector	Voluntary sector
		All private sector services, of which...	Retail, hospitality, catering, leisure and cleaning	Legal, financial and other professional services	All other private sector services		
On-site car parking (free/subsidised)	92	51	44	39	63	52	43
Cycle-to-work scheme/bike loans	42	44	44	45	44	70	60
Travel season ticket loan	14	24	22	31	19	26	40
Travel insurance	3	17	11	18	18	0	13
Fuel allowance	6	7	6	4	11	4	20
Work bus/public transport subsidies	8	8	0	10	9	4	7
Car allowance	0	5	6	4	5	4	10
All-employee car ownership schemes	3	6	17	2	5	4	0
Company car	0	1	0	2	0	7	7
Car loan	0	2	0	4	0	7	0
Carbon offsetting/credits	3	2	0	4	2	0	0

Base: n=217. Percentage of those who provide at least one transport and travel benefit.

Table 23: Transport and travel benefits offered according to grade or seniority, by organisation sector (%)

	Manufacturing and production	Private sector services				Public sector	Voluntary sector
		All private sector services, of which...	Retail, hospitality, catering, leisure and cleaning	Legal, financial and other professional services	All other private sector services		
Car allowance	78	41	50	22	54	30	13
Company car	72	33	50	18	40	22	13
Fuel allowance	50	18	50	4	19	4	7
On-site car parking (free/subsidised)	3	22	39	22	16	30	13
Travel insurance	17	6	11	12	0	0	7
Car loan	19	4	11	2	4	0	10

Base: n=217. Percentage of those who provide at least one transport and travel benefit.
Six most common benefits offered according to grade.

Table 24: Transport and travel benefits offered to all staff, according to organisation financial situation compared with the beginning of 2020 (%)

	Much worse off	A bit worse off	About the same	A bit better off	A lot better off
On-site car parking (free/subsidised)	47	51	57	64	58
Cycle-to-work scheme/bike loans	44	51	48	58	37
Travel season ticket loan	18	33	22	27	26
Travel insurance	3	13	15	15	5
Fuel allowance	9	8	9	8	5
Work bus/public transport subsidies	6	3	5	15	5
Car allowance	6	5	6	3	0
All-employee car ownership schemes	0	8	5	5	0
Company car	3	3	2	3	0
Car loan	3	0	2	3	0
Carbon offsetting/credits	0	3	3	2	0

Base: n=217. Percentage of those who provide at least one transport and travel benefit.

Table 25: Transport and travel benefits offered to all staff, according to employees' financial situation compared with the beginning of 2020 (%)

	Much worse off	A bit worse off	About the same	A bit better off	A lot better off
On-site car parking (free/subsidised)	35	52	61	67	43
Cycle-to-work scheme/bike loans	41	55	45	57	14
Travel season ticket loan	12	25	23	36	14
Travel insurance	6	6	12	21	29
Fuel allowance	0	9	8	12	0
Work bus/public transport subsidies	6	3	12	7	0
Car allowance	12	9	1	2	0
All-employee car ownership schemes	0	7	2	5	0
Company car	6	3	2	0	0
Car loan	0	3	1	2	0
Carbon offsetting/credits	0	1	4	0	0

Base: n=217. Percentage of those who provide at least one transport and travel benefit.

Table 26: Spending intentions on transport and travel benefits in the year to October 2022 (%)

	More	The same	Less
All	9	87	4
Sector			
Manufacturing and production	8	83	8
Private sector services, of which:	9	88	3
Retail, hospitality, catering, leisure and cleaning	6	94	0
Legal, financial, technology and other professional services	10	88	2
Other private sector	9	85	5
Public sector	7	93	0
Voluntary, community and not-for-profit	10	86	3
Size			
SME (<250)	7	88	5
Large (250-9,999)	12	86	2
Very large (10,000+)	17	83	0
Organisation's financial situation compared with start of 2020			
A lot worse off	6	91	3
A bit worse off	3	90	8
About the same	11	87	2
A bit better off	12	86	2
A lot better off	11	84	5
Employees' financial situation compared with start of 2020			
A lot worse off	6	88	6
A bit worse off	11	86	3
About the same	7	88	5
A bit better off	7	90	2
A lot better off	29	71	0

Base: n=213.

Table 27: Top ten benefits provided to all staff (%)

	2021	2018
Paid leave for bereavement	82	71
Christmas party/lunch	79	59
Training and career development	78	67
Employee assistance programme, eg support, counselling or helpline	76	59
Free tea/coffee/cold drinks	73	58
25 days' and over paid leave (excluding bank/public holidays) for full-time employees	64	58
Eye care vouchers	63	51
Death in service/life assurance	61	54
Occupational sick pay	61	59
Paid leave for jury service	60	55

Table 28: Top ten benefits provided to some staff, dependent on grade, seniority, location, job, role, etc (%)

	2021	2018
Conference attendance (paid/part-paid)	44	-
Car allowance	42	36
Professional subscriptions and fees (paid/part-paid)	42	33
Work mobile phone that can also be for personal use	38	31
Company car	35	36
Study leave (paid/part-paid)	30	26
Private medical insurance	28	22
Coaching/mentoring programmes	27	33
Secondments (within the organisation)	27	20
Flexible working (such as compressed working week, job-sharing, part-time working, term-time working, homeworking, etc)	27	33

Table 29: Top ten benefits planned within the year to October 2022 (%)

	2021	2018
Coaching/mentoring programmes	7	3
Apprenticeships (technical, professional, or business)	7	5
Cycle-to-work scheme/bike loans	6	3
Ability to buy additional days of paid leave	6	5
Peer learning groups (such as networks promoting workplace inclusion and diversity)	6	7
Healthcare cash plans	5	2
Programmes to encourage employee health (eg quit smoking or weight loss course)	5	-
Enhanced maternity/paternity leave, adoption, or shared parental leave	5	1
Paid time off for voluntary work	5	2
Discounted shopping (eg discount cards or vouchers)	5	2

Table 30: Benefits offered to all whose provision has most increased (%)

Programmes to encourage physical fitness (eg on-site fitness classes or steps/walking initiatives)	22
Discounted insurance (eg holiday, dental, pet, etc)	20
Other company parties/meals/events	19
Employee assistance programme, such as support, counselling, or helpline	19
Christmas party/meals/events	19
Free flu vaccinations	18
Discounted shopping (eg discount cards or vouchers)	17
Free eye tests/eye care vouchers	17
Flexible working (such as compressed working week, job-sharing, part-time working, term-time working, homeworking, etc)	17
Free tea/coffee/cold drinks	17
Free financial education, guidance, or advice	17
Apprenticeships (technical, professional, or business)	16
Work computer that can also be for personal use	15
Training and career development opportunities	15

Increase in percentage providing each benefit compared with 2018.

Table 31: Benefits offered to all whose provision has most decreased (%)

Pre-retirement courses	-12
Childcare vouchers (pre-existing schemes that are still running for those enrolled pre-September 2018)	-9
Company sports day	-5
Free/subsidised canteen (breakfast, lunch, or dinner)	-4
Sports club (such as netball team)	-4
Gym (on-site and/or subsidised membership)	-2

Decrease in percentage providing each benefit compared with 2018.

Table 32: Planned spending in the year to October 2022 (%)

	More	The same	Less
Career/professional development benefits	44	49	8
Financial/pay-in-kind benefits	30	64	6
Health and wellbeing benefits	27	69	3
Paid leave benefits	16	80	4
Personal/family benefits	13	83	4
Social benefits	14	81	5
Technology benefits	8	89	3
Transport benefits	9	87	4



CIPD

Chartered Institute of Personnel and Development
151 The Broadway London SW19 1JQ United Kingdom
T +44 (0)20 8612 6200 **F** +44 (0)20 8612 6201
E cipd@cipd.co.uk **W** cipd.co.uk

Incorporated by Royal Charter
Registered as a charity in England and Wales (1079797)
and Scotland (SC045154)

Issued: April 2022 Reference: 8176 © CIPD 2022

