

# Unit4

Unit4 is a leading provider of enterprise applications. The company is in business for people and as a result puts employee wellbeing at the heart of everything they do.

Unit4 chose PES to deliver employee benefits using happypeople, our online benefits platform. We also act as a broker for their group risk and healthcare policies.



UNIT4

  
**PES**  
Happy people. Happy business

## What were the challenges?

- Unit4 underwent some restructuring and saw changes to its employee demographic, leading to a 10% increase in their Private Medical Insurance (PMI) premium.
- Wellbeing budgets needed to be optimised to improve wellbeing outcomes without incurring significant extra costs.
- Unit4 wanted to raise employee awareness of the value-added products and services on offer and improve engagement with these benefits.

### 🔍 At a glance

Sector: Technology

Employees: 270

PES services:

- Online employee benefits
- Group health broking
- Group risk broking

“ PES provides a responsive, transparent and straightforward service. The Health team have been fantastic at introducing us to our third-party providers and increasing the visibility of the offer. ”

Kirsty Graham, HR Manager

## How did PES help?

- Our solution to the PMI increase was to propose a health cash plan. This provided some new optical, dental and wellbeing benefits, as well as reducing PMI spend.
- We also highlighted added-value services with existing providers. For example, Canada Life offers Early Intervention Services (EIS). We worked with Unit4 to optimise their use of these services, resulting in significant business savings.

“ Wellbeing is definitely on our agenda and PES has really helped us to make the most from our benefits. Our employees do value the EIS - it reassures them that we have their best interests at heart. ”

- We ensured that providers engaged regularly with Unit4 to raise awareness about their services. For example, the Canada Life team come regularly to client meetings with the Unit4 team, and Health Shield ran a webinar to highlight the benefits of using the health cash plan.

## What was the result?

- By adding an excess to the PMI policy (which was covered by the cash plan), Unit4 saved over **£20,000** on their PMI premium. The following year, a further **£3,000** was saved by changing provider, and because minor claims were diverted to the cash plan.
- **83%** of employees engaged with the health cash plan, which includes wellbeing services such as counselling and alternative therapies.
- In the year following increased awareness of Canada Life's services:
  - **100%** of EIS referrals were resolved without any claims being made.
  - **85%** of EIS referrals resulted in a return to work.
  - Early returns to work saved **739** working days or **£104,000** (based on previous averages and mean salary figures).

## Contact us

We'd love to hear from you. You can reach us by telephone on **01454 808658**, or by emailing us at: [hello@wearePES.co.uk](mailto:hello@wearePES.co.uk).