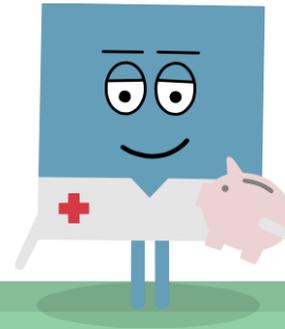


# eXPD8

eXPD8 is a marketing and retail support agency with 120 central and field management employees, and up to 1800 field staff.

Finding the right health benefits for the central office and field management team was a challenge. We helped eXPD8 make the right choice in group health cover, which led to an impressive drop in absence rates.



eXPD8

## What were the challenges?

- An employee survey showed that health benefits would be very popular, but eXPD8 weren't confident that the right benefits package was in place for all staff.
- Private Medical Insurance (PMI) was already offered to the most senior employees, but there were no health benefits for the rest of the central and field management teams.

## How did PES help?

- Our award-winning health benefits experts conducted a market review of group health products on behalf of eXPD8.
- We recommended a health cash plan that would make a wide range of cover accessible to all eligible employees. We suggested that eXPD8 fund the benefit up to the first level. Employees would have the option to increase their cover to higher levels for a small personal contribution.

### At a glance

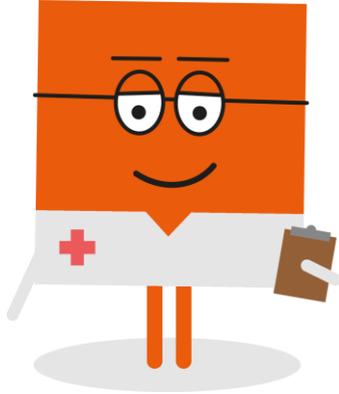
Sector: Retail

Employees: 120

PES services:

- HR support
- Group health broking

## How did PES help?



“ We didn't realise just how much difference the health cash plan would make on absence levels. Bringing a potential three-month absence down to three weeks is a fantastic bonus, and multiplying this by just three or four employees makes a big difference to a business like ours.”

Paul Roffey, Group Financial Director

- We supported employee communications about the new benefit, arranging for the provider to deliver on-site presentations and surgeries.
- The product proved valuable to employees because they could claim back for everyday medical expenses like dental care, and access preventative treatments like physiotherapy. This made the cash plan a valuable tool for recruitment and retention, and a cost-effective solution for the business.

## What was the result?

- Since implementing the health cash plan, eXPD8 has seen a 10% reduction in absence rates.
- The cash plan has had a notable impact on absence in a number of individual cases because it:
  - ✓ makes mental health support accessible and affordable to employees
  - ✓ avoids an NHS wait of 12 weeks for counselling
  - ✓ gives immediate access to treatment
  - ✓ brought several employees back to work after just a few weeks instead of three to four months.
- Since the benefit was launched, just under 7% of employees have voluntarily upgraded to a higher level of cover.

“By advising us to introduce a health cash plan, PES have helped us increase employee engagement and reduce the length of absence for some employees with mental health conditions. The cash plan is also a tangible addition to our health and wellbeing strategy and shows our employees that we really listen to them.”

Paul Roffey, Group Financial Director

## 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).