

Solutions for a
Changing World

Employment Partnership



EMPLOYMENT
PARTNERSHIP

Engage - Retain - Recruit - Revenue

POWERED BY.....

3 Borderless



How to generate a deeper employee engagement and receive a support fee equivalent to 1% of your gross pay roll

Managing and engaging your workforce for most businesses, along with recruiting and retaining staff, is a top priority. Add to this increased wage pressures along with inflationary costs, managing profit margins can be an ongoing headache. The Employment Partnership can help you with both:

- Providing you with a wide reaching suite of benefits and rewards to your employees, driving retention, loyalty and engagement, all at ZERO cost to your business
- Guaranteeing to pay you a support fee the equivalent of 1% of your gross wage roll every month. Easy to implement, fully accepted and compliant with all HMRC and FCA requirements.

We operate a transparent and fully self-funded solution.




Employee Engagement

Research shows that an employee benefits & rewards package ranks highly on a list of priorities potential employees will expect, as well as a workplace that genuinely cares about their staff.

- **Staff access** to 3,500 major retailers and leisure operators giving discounts on everyday spends, generating average employee saving of anywhere between £1,300 – £3,000 or more per annum.
- **Well-being modules** – whether physical, mental health or financial, help employees achieve their wellness goals. Encourage and support employees for a healthier, more engaged team.
- **GP Online Consultation** – 24/7 access to a UK-based GP via video or phone call
- **Private Medical Health Insurance** – From 3rd quarter of 2025 available to all employees in the Employment Partnership
- **Salary Sacrifice and Flexible Benefits** show appreciation to your staff by offering valuable benefits, boost your EVP (Employee Value Proposition) with a variety of options to suit every demographic and support your staff's day-to-day needs.
- Through our **Pay Assist option**, Employees can access up to 50% of their earned pay before each payday, whether weekly, fortnightly or monthly in case of emergencies. (Interest free)
- **Life Events Counselling** – Employees can access personalised counselling

All benefits packages are created bespoke to your business / employee requirements.

All benefits to be included are at the discretion of the client



Once implemented it runs like clockwork. There is no extra administration which we first thought. In fact it's made our month end easier.

Finance Director – £80m payroll Construction Industry Client

Employer Benefits

We flex our muscle by using the combined value of our client base procurement power to leverage discounts that can not be achieved in isolation

- **1% equivalent of your gross monthly payroll paid as a support fee** (£10k for every £1million)
- **No setup costs or exit costs/penalties**
- **A fully flexible rolling 30-day agreement**
- **Easy to implement with no heavy lifting by client**
- **A platform to help you recognise and reward your staff/team with appreciation towards achievements inside and outside of the workplace**
- **No interference with existing payroll provider or accountant.**
- As an Employer Of Choice **you will encourage higher employee engagement** which will lead to stronger morale, improved levels of productivity, swift recruitment procedures, and importantly, a high employee retention rate



How does it work

- leveraging the huge client base and scales of economy?

The Employment Partnership is a co-operative and self funded solution, that allows clients to benefit, by using the combined value of the total client base as leverage in the market (which in the UK alone is currently £3 billion in employers Gross pay roll).

- No more than a paper exercise, as all our clients will testify. It's very easy to join and you can start receiving the benefits within 4 to 8 weeks from giving us the go ahead.
- An opportunity to reduce the costs associated with other/ existing employee benefits and reward programmes you may already be committed to.
- Tailored to each of our clients' individual needs, accommodating any existing benefits and structures.
- We do all the heavy lifting, no real time, energy or effort needed by you or your people in terms of getting everything set up, integrated and going live.

What happens next?

- 1** Have an initial online meeting to gain an in depth overview into the Employment Partnership, the benefits, how we generate income to run the Partnership and answer any questions you may have.

If there is broad alignment to proceed, we go through the following stages.

- 2** You complete and return our simple set of 25 Questions (Discovery Document)
- 3** You may then wish to organise a follow-up meeting to include other Directors, Key Management or External advisors.
- 4** On Receipt of completed Questionnaire you can:
 - A** Receive and review Bespoke Agreement, Support Fee Agreements and KYC Documents to carry out your due diligence
 - B** Gain Social Proof – speak with existing clients prior to sign off
 - C** Onboarding – no heavy lifting, we do all the work and communications.
 - D** Project implementation after go ahead within 4 – 8 weeks

Cash EBITDA benefit received from month one and then each and every month

Experience Shared

As soon as the staff got paid by us, as they do on the 28th of every month, and The Employment Partnership arrangement going live at that time, practically everyone immediately engaged with the Perks shopping discounts app and started making savings, it created quite a stir amongst all the staff.

MD –£3.5m Pay roll –
Security/Man Guarding
Company

Initially after seeing an overview to the Employment Partnership the Directors were interested in the value to business and positive impact on staff the wider reaching benefits would bring. We did have some initial reservations. However, after doing our due diligence and taking up the offer of contacting other clients in the partnership, we took the next steps. Having been in the Employment Partnership now for a number of years, we have a massive seal of approval from our workforce and it's great to see so many employees benefiting from our initiatives every single day

Operations Director
– £15m payroll Logistics Company
Client

The Employment Partnership

Helping your business survive and thrive

*To arrange a no-obligation
initial online presentation and
insight please get in touch.*



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