



Unlocking the value of your benefits

Using technology to boost employee engagement





The engagement challenge

Employee benefits can play a vital role in attracting, retaining and motivating your people. But even the most generous package can fall flat if your workforce isn't engaged.

Perhaps employees are not aware of all the benefits they can access or don't understand what their benefits actually offer. Maybe accessing them feels confusing, complicated or time-consuming.

That's why clear and consistent communication has never been more important.

As part of our employee benefits service, Everywhen helps organisations bridge that gap - giving employees better visibility and ownership of their benefits, while reducing the burden on internal teams.

The power of technology

When employees don't understand or connect with their benefits, engagement dips. This is where the right technology can help.

Our technology brings all your employee benefits together in one easy-to-use hub, branded to your organisation. Employees can see what's available to them, learn how each benefit works and make confident, informed choices at the point of selection and when accessing support throughout the year. With features like personalised dashboards,

explainer videos and timely updates, it helps improve communication, increase engagement and make the whole experience simpler.

It's also a powerful way to show employees just how much they're truly valued, highlighting the full package of support, care and investment your organisation provides, with features like total reward statements.

For HRs, it lightens the load - cutting down on admin, reducing queries and supports clearer, more effective communication.



Benefits for employers

Save time and stay compliant

- **Simplified benefit management:** From tailored benefits for different employee groups to automatic provider updates, the platform takes the hassle out of managing varied and evolving reward packages.
- **Reduced admin:** With self-service functionality and automated reporting, HR and payroll teams spend less time chasing forms, tracking choices or handling employee queries.
- **Seamless integration with other systems:** Easily connect your existing platforms to streamline processes and reduce manual tasks. For example, a consolidated payroll report can be generated automatically, showing all employee benefit selections and deductions - ready to upload straight into your payroll system.
- **Full audit trails:** Meet regulatory obligations, respond quickly to queries and maintain clear governance - without the admin headache.





Powerful insights to help decision-making

- **Smarter decisions:** Real-time MI helps you monitor benefits usage and refine your offering.
- **Behavioural insights:** Get real-time data on how employees are using the platform - including which benefits they're exploring, for how long, and where interest drops off - to better tailor your offering.

More engagement

- **Increased employee engagement:** When benefits are easy to access and understand, employees are more likely to use them, boosting appreciation and uptake - and giving you better value from your initial investment.
- **Improved employee retention:** When employees understand the full value of their benefits package through total reward statements, they're more likely to feel valued and stay loyal. It can also support recruitment through word of mouth and referrals.



Tailored to your business

- **We flex to your needs:** Whether you're a large company needing system integration or a smaller organisation without HR tools, the platform can deliver – with optional modules like annual leave booking and expense management.
- **Supplier agnostic:** You can include all your current benefits on the platform, even those from other providers or brokers.
- **Add voluntary benefits:** From cycle-to-work schemes to discounted will writing and counselling services, voluntary benefits are easy to add and personalise, keeping them relevant to employees.

Scalable

- **Global capability:** Support international teams with consistent benefit experiences and streamlined management across borders.
- **Benefit harmonisation:** The platform supports benefit harmonisation projects during mergers and acquisitions, helping you integrate employee offerings efficiently.

Responsible and sustainable delivery

- **Support sustainability goals:** Reduce paper waste and make it easier to offer and promote eco-conscious benefits, such as cycle-to-work and EV schemes.



Benefits for employees

- **Everything in one place:** Employees can access all their workplace benefits in a centralised, secure platform – anytime, anywhere
- **Self-service convenience:** Easily make changes, such as adjusting pension contributions, or select new benefits in just a few clicks
- **Informed decision-making:** Clear, engaging content such as guides and explainer videos help demystify complex topics, empowering employees to make smarter choices at the time of enrolment or renewal
- **Easier to claim or access benefits:** With all the information needed to access the benefit or make a claim in one place and simplified instructions it isn't such a daunting process
- **More connected:** Whether it's a pension update or a work anniversary congratulations message, smart, targeted communications help employees stay in the loop and feel more included

- **More than just a payslip:** Total reward statements help employees see the full value of their package - from pension contributions to paid leave and training - increasing appreciation, engagement and loyalty
- **Real-time calculations:** Employees can see straight away how changes like increasing pension contributions or choosing salary sacrifice benefits will affect their take-home pay - no guesswork, no surprises
- **Supports flex allowances:** With a live view of their flex pot, employees can easily track spending, see exactly how each benefit choice affects the balance and select personalised benefits that suit their individual needs and requirements.
- **Built-in retail discounts:** Give your employees access to everyday savings on high street and online brands - at no extra cost to you



Why us?

There are plenty of benefits tech platforms out there. **Why us?**



We're flexible and agile

We don't believe in one-size-fits-all. Whether you're a growing business or a large organisation with multiple benefit structures, we can create a solution that meets your needs – and fits your budget.



Fast changes, no extra cost

Need an update? No problem. Our in-house team can make changes in days – not months – and unlike many providers, we rarely charge you extra for them.



Customised reporting

You're not restricted to a set list of pre-existing reports. Our platform lets you create the reports you actually need – whether it's benefit take-up or more tailored insights that matter to your business.



We know benefits, not just tech

We work alongside your benefits account manager, so we understand your business – and ensure the platform supports your goals.



Everywhen. Everybody benefits.

Everywhen helps businesses and individuals manage risk, enable growth and protect the everyday, with insurance, protection and advice that is accessible to all.

Our employee benefits consultancy works for every business, enabling employers to attract talent and boost wellbeing, productivity and loyalty.

Protection that matters. You | Your people | Your business

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EB18-1-0725

