



Caunce O'Hara Insurance Brokers Ltd

Complimentary Employee Benefits Audit

In today's fast-paced business landscape, a company's most valuable asset is its workforce. At COHIBL, we understand the pivotal role that employee benefits play in shaping the wellbeing, engagement, and retention of your team. Our Employee Benefits Division is dedicated to revolutionising the benefits landscape by tailoring solutions that cater to the distinct needs of each client and their workforce.

We firmly believe that every organisation deserves a benefits programme that resonates with its values and priorities. Our mission is to craft a well-designed benefits programme that goes beyond the conventional, with a focus on employee engagement, productivity, and retention. Our unique approach ensures that your benefits align seamlessly with your company's goals and objectives whilst managing the mental, physical, social, and financial dimensions of wellbeing within your workplace.

Why conduct an Employee Benefits audit?

At COHIBL, we believe that a well-crafted employee benefits strategy isn't just about perks; it shows your commitment to the wellbeing of your staff.

Most policies these days have some function that overlaps or impacts another benefit you may offer. This can be rather confusing when using multiple partners for your benefits.

Our audit provides an analysis of your current benefits structure and highlights areas of improvement aligned with your unique company vision and values. It's an opportunity not just to meet industry standards but to exceed them, creating a workplace that attracts, retains, and nurtures top-tier talent.

What does the Audit look for?

Cost Savings:

Our audit diligently examines your current benefits structure to identify inefficiencies and cost-saving opportunities. This can be from pension scheme set up (often not commonly reviewed), properly benchmarking insurance policies to assessing duplicated benefits.

Risk Mitigation:

We conduct a thorough analysis to identify and mitigate risks associated with compliance, legal issues, or outdated benefit structures. Our service highlights any potential financial and reputational impact your company can avoid by addressing these risks promptly.

Employee Satisfaction and Retention:

We assess and enhance benefit packages to contribute to improved employee satisfaction and retention. By aligning benefits with employee needs, our audit identifies next steps that foster a positive work environment, leading to increased productivity and lower turnover.

Strategic Planning for Growth:

Benefits are frequently put in place with good intention but not with a plan for long-term development, the audit can be used as a strategic tool for aligning employee benefits with your company's growth plans.

Quantify Potential Improvements:

Working with you we can build a strategy for using over multiple years that quantify your investments via tools such as an 'employee turnover calculator'.

Customisation for Employee Needs:

Our audit process is highly customisable, tailoring recommendations to meet the unique needs and preferences of your workforce. We understand that one size doesn't fit all, and our recommendations reflect the diversity of your workforce.

Benchmark Against competitors:

We can compare your current benefits package against people you identify as competitors offering a clear perspective on where you stand in the market where information is available. This benchmarking serves to emphasize the value our audit brings by ensuring your benefits package remains competitive in your industry.

Visual Impact:

Our service incorporates visual aids such as charts and graphs, presenting data in an easily digestible format. Allowing you to understand your options and make decisions. If you engage with us further, we then use this approach in our employee communications.

Get your free Employee Benefits Audit today

We are delighted to be able to offer all AIA members a complimentary Employee Benefits Audit. Simply email your AIA membership number, plus the contact details of the person you'd like us to liaise with at your business, and we can get started.

[CLICK HERE TO EMAIL A MEMBER OF OUR TEAM](#)

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