

MyBenefits & '*Surrey Extra*'

One year on



SURREY

MyBenefits overview

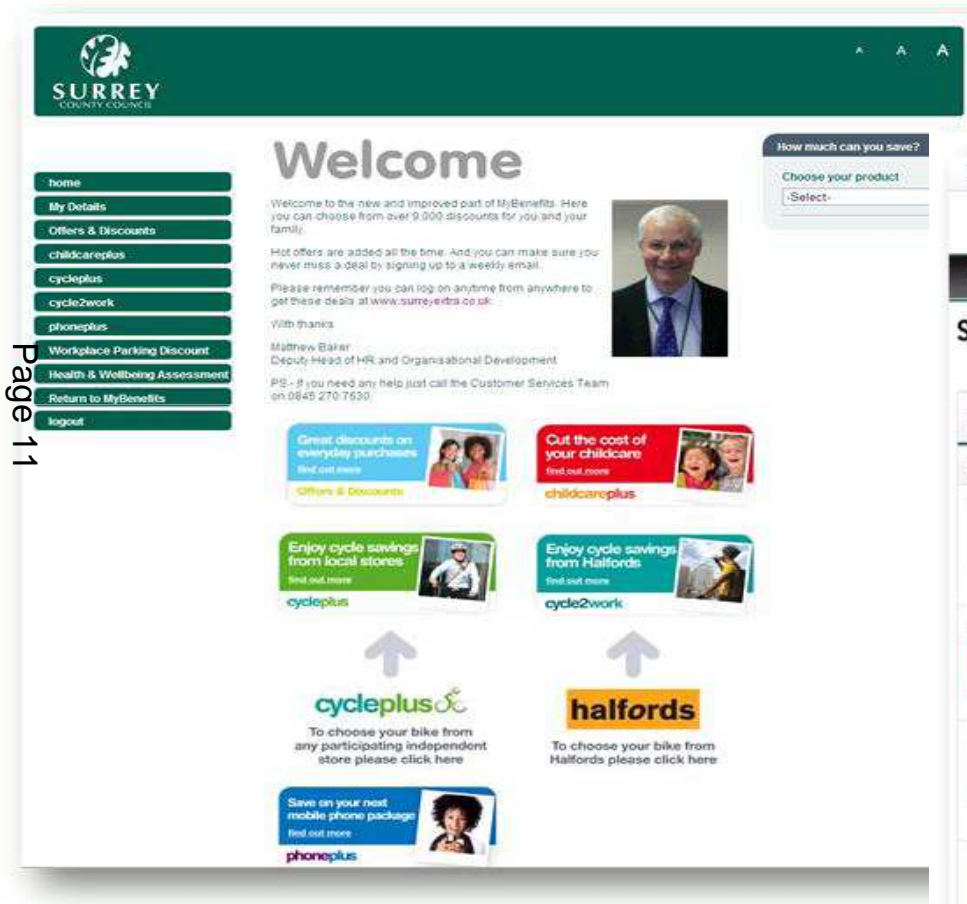
<p>Travel and Transport</p> <ul style="list-style-type: none"> ACE Travel insurance** Cycle2work schemes* Workplace parking discount* Train discounts (including season ticket loans)** Holiday and airport parking discounts Easit bus discount scheme Bike loan scheme** Pool bikes/Car clubs and car sharing 	<p>Family and lifestyle discounts via Surrey Extra</p> <ul style="list-style-type: none"> Childcare vouchers* Mobile phones* Discounted shopping cards and vouchers Spree card Discount codes and Cashback Discounted cinema tickets and theatre tokens Microsoft home office deal Discounts at local shops and attractions
<p>Advice and Support staff benefits</p> <ul style="list-style-type: none"> Money advice service Employee Assistance Programme Whistleblowing (Expolink) Fostering and adoption support SurreySave credit union 	<p>Staff health and wellbeing</p> <ul style="list-style-type: none"> Mercer private medical insurance AXA PPP Healthcare/Benenden healthcare ACE Helping hand cancer cover Nuffield Health and Wellbeing assessments Simplyhealth healthcare cash plan** Private dental insurance** Eye tests -- ACE Personal accident cover Gym and Healthclub memberships
<p>Work and Education benefits</p> <ul style="list-style-type: none"> Buy and Sell annual leave** Flexible working MyCareer - Training development, secondments and work experience Training and Qualification loan* Discounted adult learning courses Give As You Earn (GAYE)** Employee volunteering scheme 	

* HMRC Salary sacrifice scheme

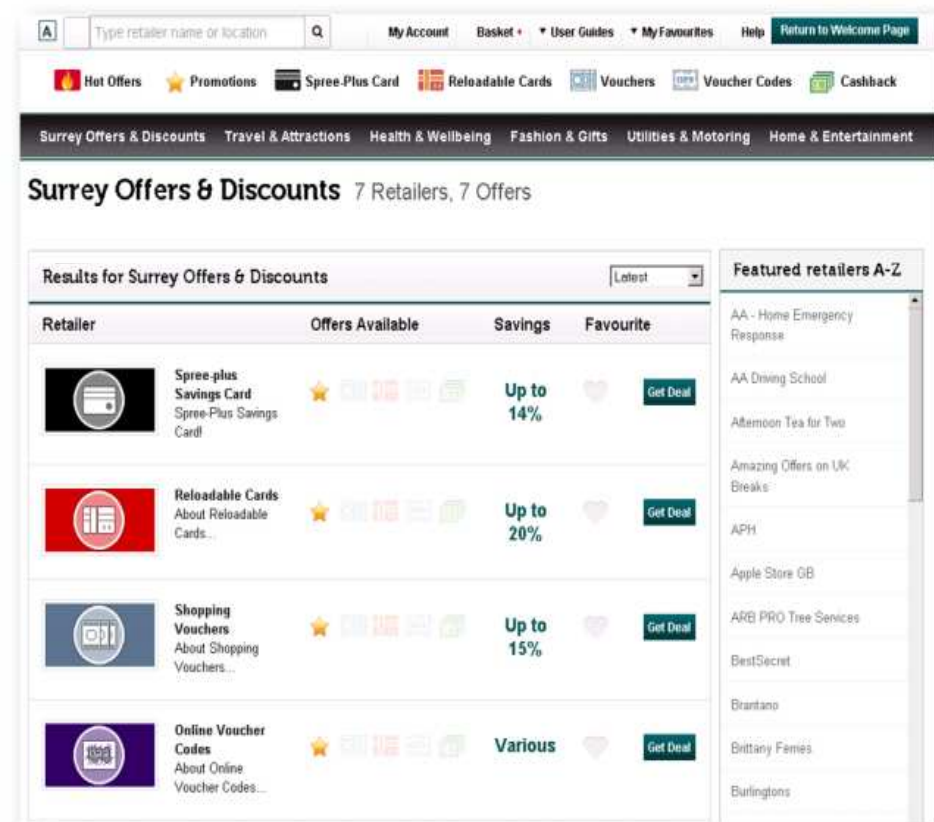
** deducted from net pay

'Surrey Extra' approach

To help employee salaries stretch further and provide choice via a wide range of voluntary benefits. The benefits are delivered through the 'Surrey Extra' scheme, which brings together salary sacrifice and employee discounts in a single portal.



Surrey Extra' benefits home page



Surrey Extra discounts

Surrey Extra-Objectives

- To help recruitment and retention
- Accessible scheme for all employees
- To target 'lower earners' Grades S1/2 – S7
- Save money on everyday shopping
- Increase enrolment in salary sacrifice products



HR Excellence Awards 2014 Winner

Most Effective Rewards Strategy



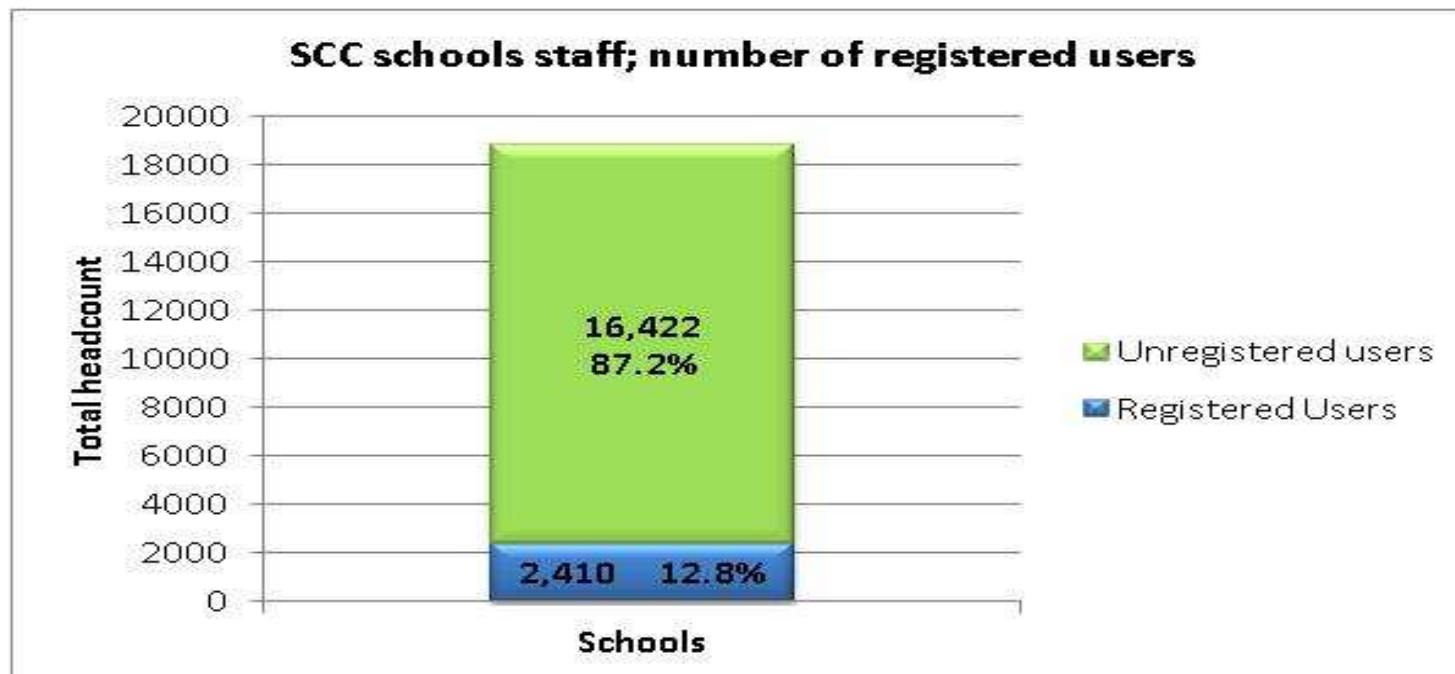
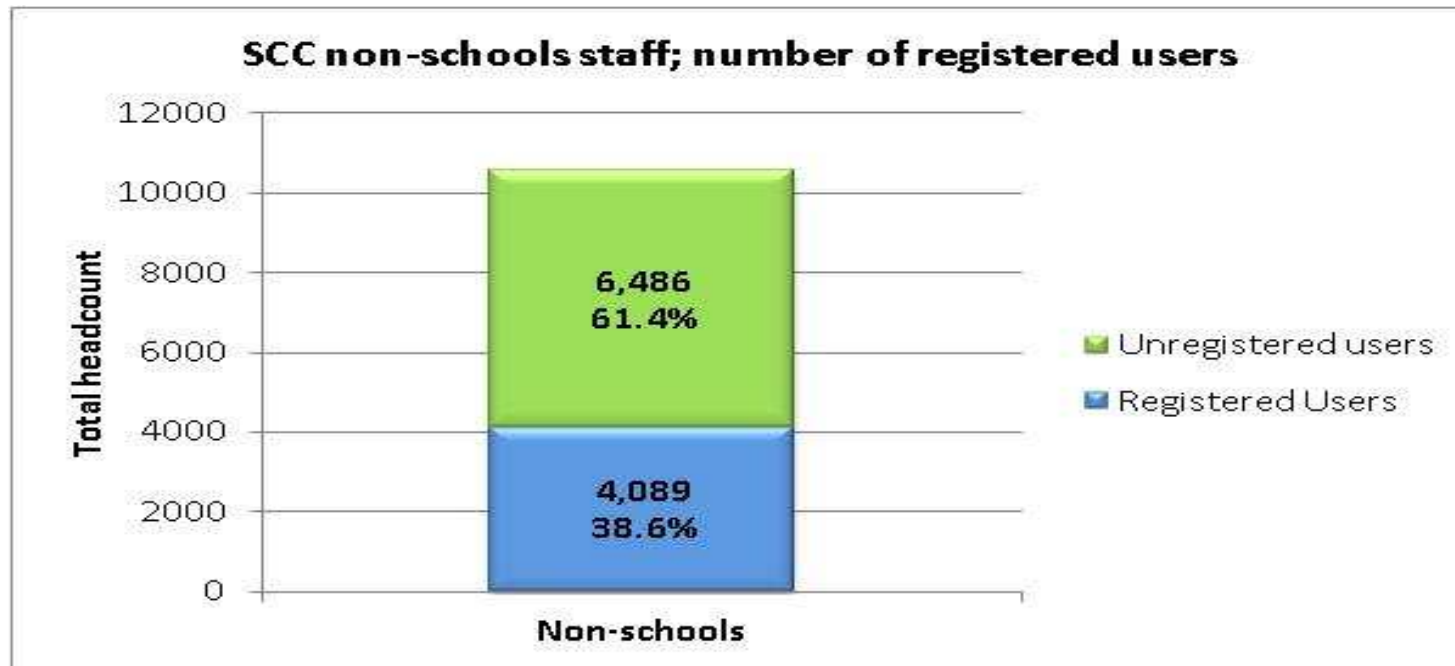
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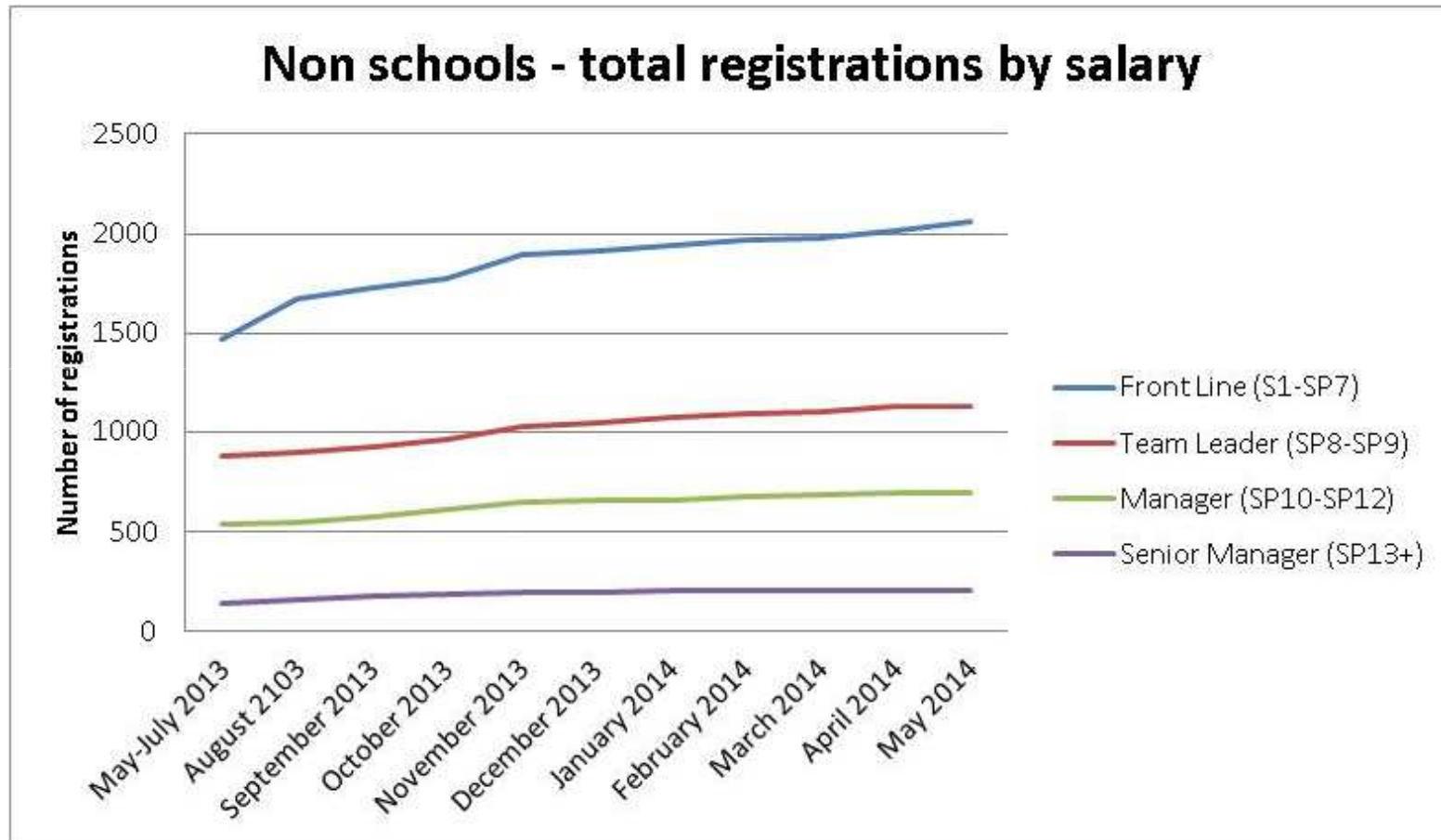
In partnership with



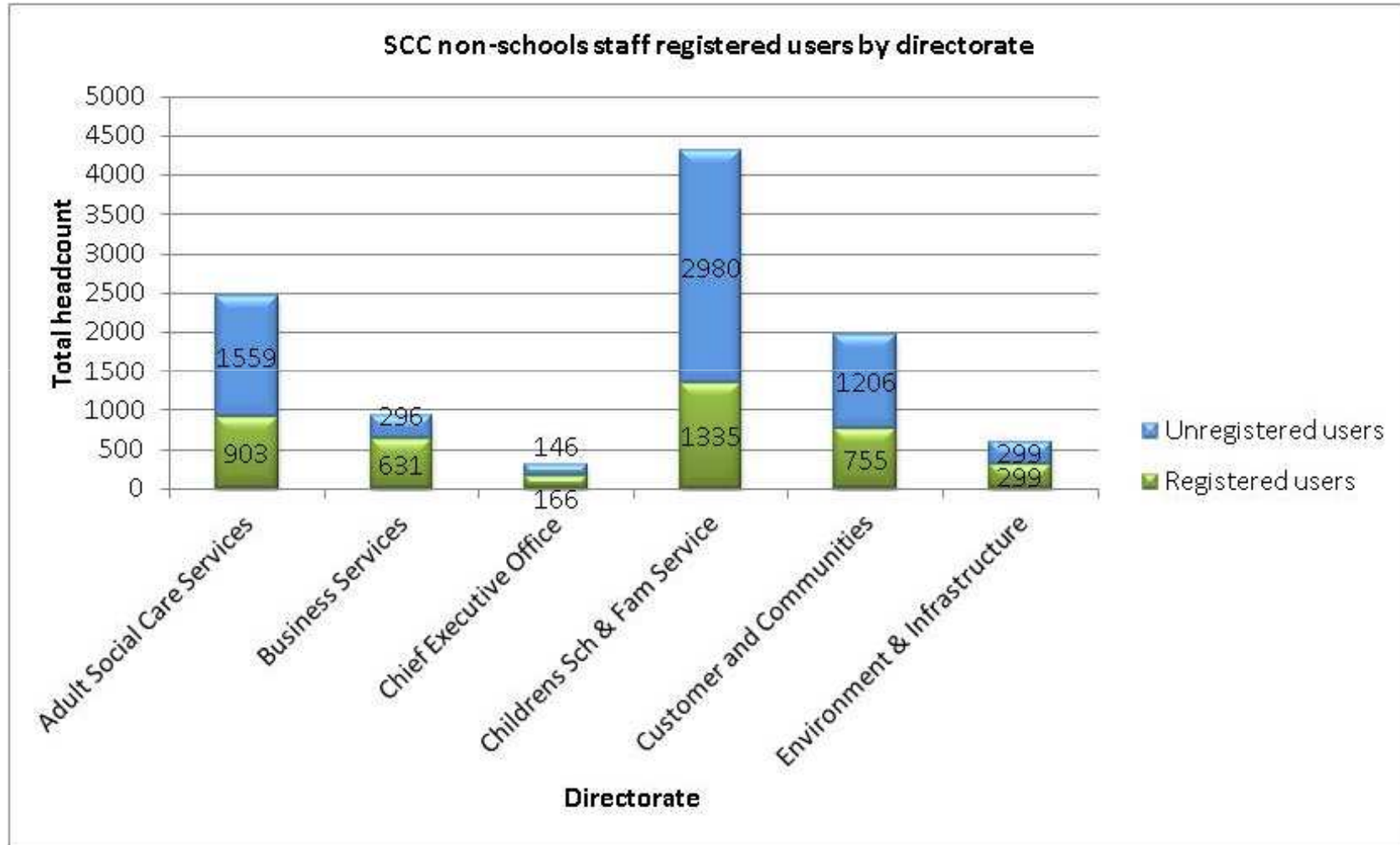
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Surrey Extra Registrations by Grade

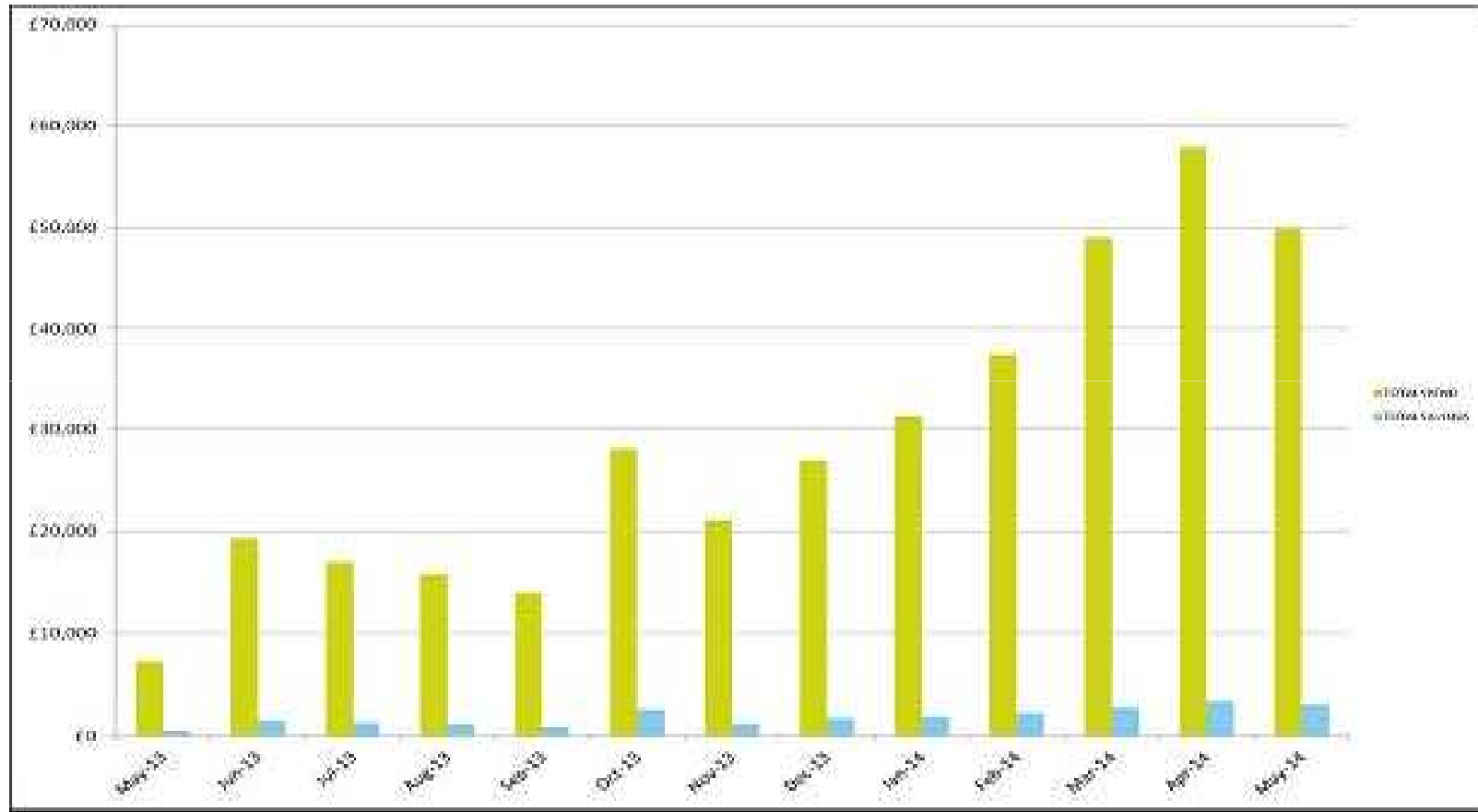


Surrey Extra Registrations by Directorate

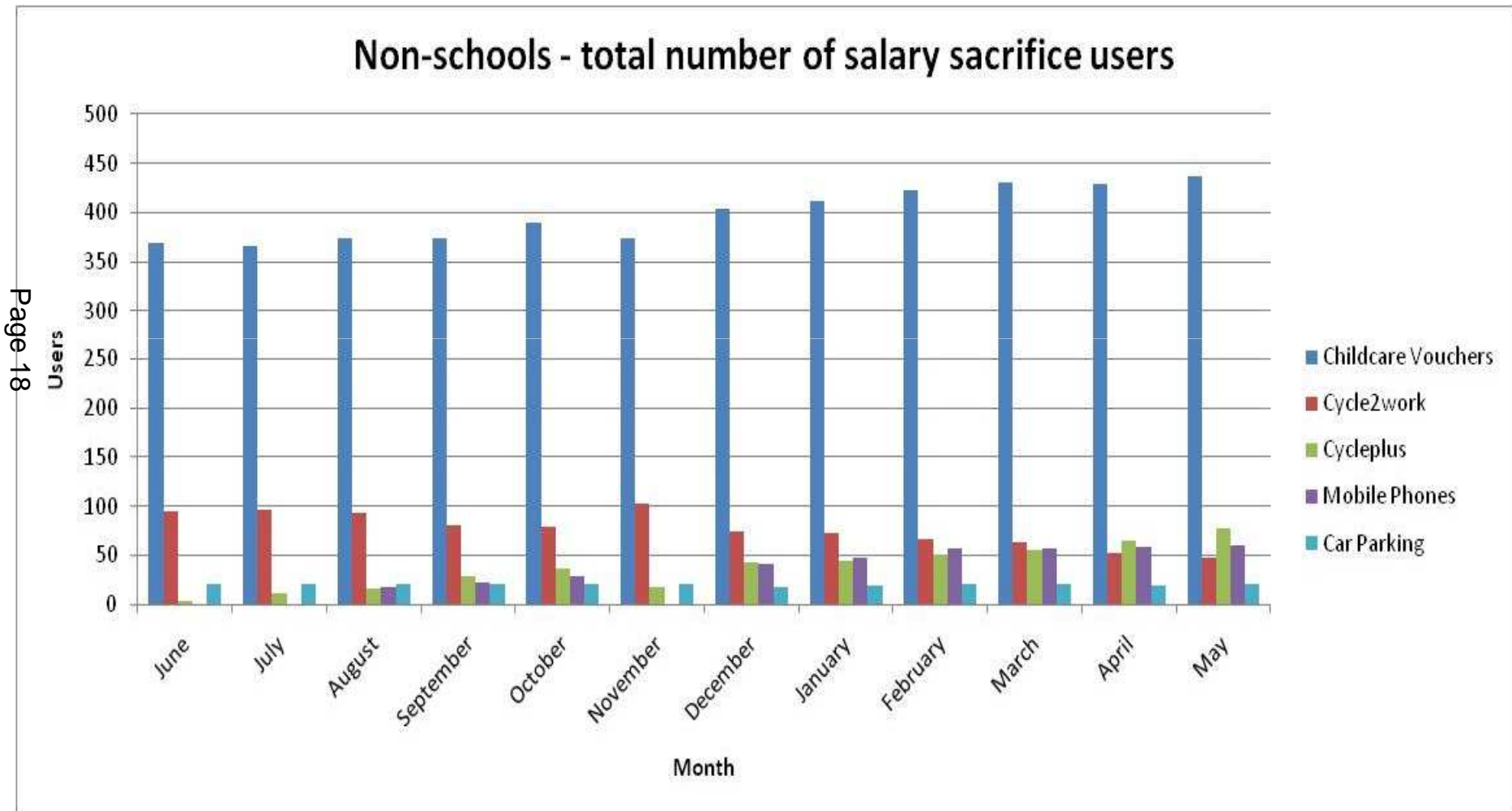


Spend & Save through Surrey Extra

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Salary Sacrifice Products



Salary Sacrifice Products

- 20% increase in CCV, 1,126 current users
- 44% increase in cycle scheme, 245 current users.
- January 2014 launched a new training and qualification loan salary sacrifice scheme.



Employee Spend & Savings

CHILDCAREPLUS/CYCLE2WORK SCHEME SPEND YEAR 1:

•Total spend– Surrey Extra lifestyle includes cashback:	£659,669
•Total childcareplus spend:	£2,342,231 (June 13-May 14)
•Total cycle to work scheme spend:	£220,495
• TOTAL COMBINED SPEND:	£3,222,395

EMPLOYEE SAVINGS (cycles and childcareplus)

•Surrey Extra Lifestyle savings–	£48,238
•*Surrey CC childcareplus savings:	£749,513
•*Surrey CC cycle to work scheme savings:	£70,558
• TOTAL COMBINED SAVINGS:	£868,309

OVER £3.2M SPEND & OVER £868K EMPLOYEE SAVINGS

* Assumes 32% tax & NI savings



Employer Savings

- Total employer NIC savings- childcareplus: £243,592*
- Total employer NIC savings -cycle scheme: £22,931*

TOTAL EMPLOYER NIC PRODUCT SAVINGS: £266,523

TOTAL EMPLOYER & EMPLOYEE SAVINGS: £1,134,832

* Based on 10.4% NIC



SURREY

Salary Sacrifice Lease Car Scheme

Procurement Process Completed – June 2014

- Leasedrive appointed as provider
- Potential Benefits : E.g Ford Mondeo 1.6 Diesel, estimated annual savings
 - Employee net Tax & NI saving £654 per annum.
 - Employer net NI saving £91 per annum.
- Monthly employee payments cover cost of car, insurance & insurance against risks including redundancy.
- No expenditure required by Council - scheme funded via employee monthly salary sacrifice
- Potential estimate of savings to Council over 4 - years, fleet 200 cars £0.68 million - £1.6 million.



Salary Sacrifice Lease Car Scheme

Implementation: July – October 2014

- Implementation to include :-
 - design of on-line *MyCar* ordering website, administered by Leasedrive.
 - development of new SCC Lease Car Policy with Q&As.
 - links to SCC My Benefits *Surrey Extra* portal, SAP, Employee Services & Payroll system.
- SCC project team will include Communications, Finance, HR, Legal, Procurement and Transportation.
- Advance publicity to start in September. Initial target population circ. 10,000 staff (i.e. Surrey Pay staff, except those working in schools, plus Firefighters).
- Go-live date for orders : 1 October.



Promotion & Communication

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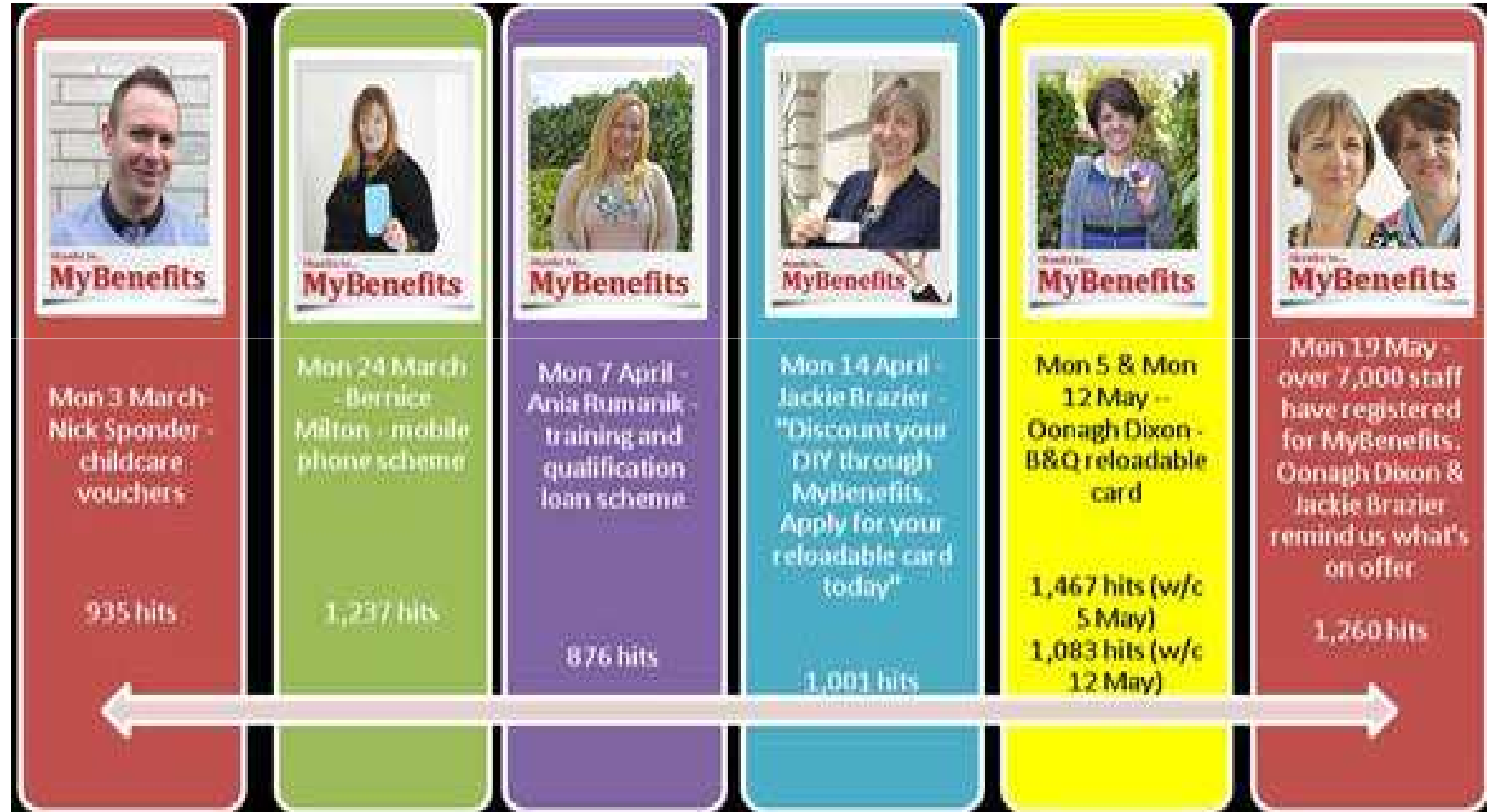
Promotion & Communication

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Promotion & Communication

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Promotion & Communication



Website development

The screenshot displays the Surrey County Council website interface. At the top, there is a navigation bar with links for 'Sign in access 0377 discounts available today!', 'Bookmark this', 'Members Login', and 'Join Now!'. Below this is the Surrey County Council logo. A large promotional banner features an image of a box of colorful markers and the text 'Huge Discounts For You Never pay full price again!'. The banner lists several benefits: 'Tax Free Childcare', 'Save as much as £333 per year', 'Available for children up to age 10 or 16 if registered disabled', and 'Use for breakfast clubs & after-school clubs plus holiday activity camps'. Below the banner are two buttons: 'Join Now! Access in Under 90 Seconds' and 'Members Login 0377 Discounts Available'. Underneath the banner is a section titled 'Access to all your employee benefits Simply click on the links below...' which contains a grid of 20 icons representing various benefits. At the bottom of the grid is a 'Join Now!' button.

Sign in access 0377 discounts available today! | Bookmark this | Members Login | Join Now!

SURREY
COUNTY COUNCIL

Huge Discounts For You

Never pay full price again!

- ✓ Tax Free Childcare
- ✓ Save as much as £333 per year
- ✓ Available for children up to age 10 or 16 if registered disabled
- ✓ Use for breakfast clubs & after-school clubs plus holiday activity camps

Join Now!
Access in Under 90 Seconds

Members Login
0377 Discounts Available

Key Benefits
How you can save money today...

Over £397 Discounts
What's in that cuppa this week...

Savings Calculator
Where you could save this year...

Access to all your employee benefits
Simply click on the links below...

- Online Caravan
- Online Voucher Codes
- Shopping Vouchers
- Flexitable Cards
- Tax Free Cycle Scheme
- Reflexa Lock/Work Scheme
- Tax Free Encyclopaedia And Kids Clubs
- Tax Free Mobile Phones
- Discount Cinema Tickets
- Discount Holidays
- Floral Schemes
- Discount Gym And Health Club Memberships
- SaverPlus Savings Card
- Yamaha
- Personal Accident Cover
- Healthcare Cash Plan
- Private Dental Plans
- Health And Wellbeing Assessments
- Tax Free Training And Qualification Loans

Join Now!



SURREY

Website Development

Surrey Extra upgrade in Partnership with P&MM

The Front End: login page

- A simplified joining process under 60 seconds
- New product Channel icons which provide an image and bullet points
- Surrey CC own product channels have been included
- Tabs providing a quick Overview of: Key Benefits/most popular discounts
- weekly/ savings calculator breakdown
- Employee testimonials on how they have saved money through Surrey Extra
- Bookmark (add to favourites)

Inside the portal

- Surrey CC branded - look and feel continued through the site
- New layout of key discount category classification to ensure ease of offer location
- Category listing by offer type/redemption/most popular/highest discount / Alphabetical sort/ featured offers
- Surrey Offers and Discounts
- Product spotlights – showcasing key offers for individual categories
- Hot offers and exclusive discounts (example flash sales)
- Most popular searches and weekly top picks
- Enhanced search facility
- Bookmark 'my favourites'
- Reloadable card details now stored in the system



Direct targeting exercise

- 8372 front line staff Grades S1/2 – S3 had not registered for MyBenefits
- In partnership with P&MM undertook a communications exercise
- Key object was to drive awareness, interest and participation
- Highlighted the benefits/savings of MyBenefits & Surrey Extra scheme
- Focused on savings available on everyday shopping items
- The pack consisted of a letter, a leaflet and a branded envelope for maximum impact
- The mailing packs were sent out to home addresses on July 15 2014 in line with the summer holidays.
- The campaign will be monitored and measured to ensure further support where required



Next Steps

- Further Website Development
 - Upgrade checkout process
 - Upgrade desktop site
 - Develop options for local/regional offers
- Local Business Discount Scheme
- Surrey Pensioners



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