

ABOUT EBCAM

EBCam Ltd is a specialist Employee Benefits firm focusing on providing comprehensive, engaging and rewarding benefits to employees.

We work with employers to design, manage, and support a range of employee benefits to aid in the attraction of new, and retention of existing employees.

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EBCam Ltd (FCA registration number 918842) is an appointed representative of Scrutton Bland Financial Services Ltd, which is authorised and regulated by the Financial Conduct Authority (FCA registration number 209451).

Is it time to review your benefits?

In life, for some, it is easier to do what you have always done. But when it comes to your employee benefits, how often do you “test the market”? Either to review the comprehensiveness of the offering, or whether the cost remains competitive. We have outlined below our process and the simple steps a company would need to take in order to review their employee benefits offering, and there really is less work involved for you than you may think.

The process

- EBCam Ltd will issue you with letters of authority for each benefit. This will be a templated letter which will require you to input your policy number and provider, sign and return on letter headed paper. In addition, a copy of our terms of business will be issued to you
- EBCam Ltd will complete a fact-find to better understand your current benefits and wants and needs
- EBCam Ltd will write to your benefit providers and request information on the existing benefits

Around 2 weeks later

- The benefit providers will provide the required information and EBCam Ltd will then review your schemes, initially reviewing the detail such as eligibility, cessation age, additional benefits, etc
- We will then test the market on your behalf to consider whether there are other providers who may be able to offer at least one of the following key things:
 - *Lower charges/premiums
 - *complimentary or low cost additional benefits –such as apps to track steps and reward healthy lifestyles, counselling or EAP services, or discounts and deals
- In addition we will look where possible at the benefits being offered by your competitors to help you stand out from the crowd when recruiting.

Approximately 2 -3 weeks later

- Following the review, we will prepare a report for you, to confirm our recommendations and findings. We will arrange to meet with you (virtually is fine – we are quite used to working in the new virtual world) and run through our report. Within this report we would outline any associated fees if you were to appoint EBCam Ltd
- If you then wish to appoint EBCam Ltd to execute any of the proposed changes, we would prepare a service agreement for both parties to sign. We would also require signed letter of appointment (the same style and process as the authority letters) to be returned
- We would then work with you to build a comprehensive communications plan to ensure your employees fully understand the benefits you offer.

Why should you review your benefits?

Firstly, as outlined above it really is a simple process, with minimal time or effort required to be taken from your busy day. Secondly, there are a number of cost savings that could be made. At a time when businesses will perhaps be more conscious of cost than ever before, a saving – without necessarily having to change anything on a benefit – any extra savings would be welcomed at this time. In addition, you may also find that by reviewing your benefits, you ensure that all employees are covered. You would not want to find yourself in the unfortunate position of having a colleague reliant on a policy, to then find out they were not actually covered.

We understand it can seem like a look of work to have your benefits reviewed, but there really is very little time needed and we believe we can make a difference. Care + Engage + Reward = Thrive