



# Remus Rewards

The Contractor  
Engagement  
Company

# It's all about the people!



At the heart of every successful organisation are the people who work there.

Since 2011, Remus Rewards' solutions have been helping contractor and temporary labour organisations "engage" their people, enabling them to build a better place for them to work.

Remus Rewards is a division of People Value Limited and is currently one of the UK's leading providers of rewards and loyalty solutions to the contractor, sporting and education markets.

Leading organisations recognise that a people focussed approach to business will not only deliver performance and organisational benefits but also wellbeing for their employees.

Remus Rewards' solutions can provide your business with a basis for delivering three core components of an engagement strategy;

## Reward and Recognition

### The Hub

Our reward and recognition service can be used to consolidate existing reward strategies and delivers simple thank you schemes through to manager self service awards to recognise employees for positive behaviours.

## Health and Wellbeing

### The Zone

Help your employees improve their wellbeing with "The Zone", which offers a range of self-assessment tools and improvement plans for their emotional wellbeing, physical fitness, diet and their personal finances.

## Benefits Delivery

### Advantage

Advantage is our benefits delivery solution which includes discounted employee shopping, salary sacrifice benefits and fuel savings alongside a range of community features and can integrate existing employee benefits.

## About People Value

Headquartered on the outskirts of Oxford, PeopleValue has been providing Employee Engagement solutions to UK corporations since 2002. From our Technology Centre in Wiltshire we design, develop and deliver technology based solutions for PC, Tablet and Smart Phone to over 300 corporations, who collectively employ over half a million people.

Our award winning software now helps organisations to support their engagement strategies from benefits delivery and employee wellbeing to reward and recognition. All our solutions are competitively priced and simple to implement.

Our solutions are focused on driving Employee Engagement, making our customers an employer of choice for the UK labour market. These customers have either chosen to integrate our services with existing solutions through single sign on, or on a stand-alone basis.

With all our solutions we provide a comprehensive suite of services including project and account management, creative design and customer support and, most importantly, a tailored communication plan which we will develop with you to agree and deliver.

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# The Case for Employee Engagement

In recent years there has been increasing interest in the link between employee engagement and the consequential impact on business performance.

The benefits of an employee engagement strategy are well established. Positive employee engagement results in real and tangible benefits for the employee and business alike.

For example, organisations with a higher employee engagement score will:

- have employees who are more attached to their organisation
- have better absence and resilience results
- have employees with reduced levels of job related stress
- have employees who exhibit key positive emotions as opposed to negative ones
- have employees with an improved quality of life and healthier lifestyles
- have an improved external reputation which will help retain and attract employees

As a result, these organisations will be able to enjoy the benefits of engaged employees which include efficiency gains and cost savings from:

- a reduction in management time
- reduced absenteeism, presenteeism and lost working hours
- reduced temporary employee cover fees
- reduced employee turnover and recruitment costs
- improved productivity
- better levels of innovation
- improved health and safety statistics
- improved customer care leading to the attraction of new customers, revenue increases and better brand reputation

In addition to the above, it is also known that a formal engagement

strategy will significantly strengthen the relationship between the employee, their performance and their employer.

## Some interesting facts to consider

### Employee wellbeing

Percentage of employees who feel their employer does not care about their wellbeing: **48%**

Percentage of employees who feel positive when offered health and wellbeing benefits: **80%**

### Absenteeism (per Annum)

Engaged Employees: **7 Day**

Unengaged Employees: **14 Days**

### Cost of Absenteeism

Cost to UK business: **£17 Billion**

Per employee (Public Sector): **£726**

Per employee (Private Sector): **£469**

### Cost of impaired work efficiency (Presenteeism)

Cost to business: **£15.1 Billion**

### Companies with high levels of engagement outperform their competition by:

Customer Services: **10%** / Profitability: **22%**

Productivity: **21%** / Staff Turnover: **40%**

### Disengaged employees are:

**4 times** more likely to leave

### Cost of replacing employee:

Up to **150%** of annual salary

Data obtained from CBI, NICE, Aon, Gallup, Hays, CLC, IIP

# Advantage Benefits Delivery at the Core of Employee Engagement

## User Features

**Reloadable Shopping Cards**  
High street retailers and supermarkets offering cashback of up to 15% on everyday shopping with direct debit load options.

**Digital Vouchers**  
Digital vouchers for use in store and on the go.

**Vouchers**  
High street retail vouchers offering cashback of up to 15%.

**Local Discounts**  
Thousands of local retailers offering savings of up to 50%.

**Print & Save**  
Voucher offers with savings of up to 50% at restaurants or retailers.

**Advantage FuelCard**  
2,000 forecourts across the UK offering up to 12 pence off every litre of diesel or unleaded.

**Online Discounts**  
Online discounts from 2,000+ retailers offering savings of up to 50%.



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## Administrator Features

### Content Management

Scheme administrators can manage content by simply selecting a category or offer and removing it from the system. All removed offers can be reinstated at the click of a button.

### News Feeds

Advantage allows scheme administrators to create news and post it to the Advantage home page.

### Modularised Features

All our features are modularised meaning that customers can add and remove features to and from the Advantage platform.

### Integrated Benefits

Advantage provides the ability for you to integrate your existing benefits portfolio allowing employees to access all their benefits from one portal.

### Quickstart™

Our Quickstart™ feature targets relevant offers to your employees.

### Salary Sacrifice

A range of tax efficient salary sacrifice options including childcare vouchers, Cycle2Work, technology and car purchase.

### My Marketplace

An online noticeboard and communications hub where employees can sell or recycle unwanted items.

### My Lotto

Monthly Lotto where employees could win £1,000.

### My Competitions

Great free to enter competitions with chances to win big prizes.

### My Events

Reminder service to ensure important personal and memorable dates are not forgotten.

## Employee Wellbeing for healthier and more energised Employees

Remus Rewards employee health and wellbeing portal, The Zone, provides your employees with a host of resources, free helplines and self-assessment tools to help promote a healthy lifestyle across three key wellbeing areas - physical, emotional and financial.

### Proven Benefits

The Zone also supports your employee engagement strategy and demonstrates your intent and desire to address the wellbeing needs of your employees.

### Great for Business

Integrate The Zone as part of either your engagement or wellbeing strategy and it will deliver benefits to your employees, your customers and importantly, your organisation as a whole.

### Real Time Management Information

The Zone Administrator's Portal provides employers with valuable insight into the overall health and wellbeing status of their employees.

It provides a health and wellbeing dashboard which collates the data from your employees anonymously and presents it in a graphical format.

The insight this provides will help you to develop strategies and programmes to improve the overall health and wellbeing of your employees. This data can also have a beneficial impact on premiums for group risk insurance products.

## THE ZONE : Employee Wellbeing for healthier and more energised Employees

Health and Wellbeing Resources



### Assessment

Self-assessment features enabling employees to understand their individual Wellbeing status and then select improvement programmes where required.



### Health Cash Plan

Cover from our Peoples' Cash Plan offering 20% off the published price list.



### Connect with Friends

Participants can choose to opt in and connect with friends within your organisation. Exchange messages and status updates to keep each other motivated to achieve those wellbeing goals.



### Retirement Planning

Helps employees plan for their future - guides them through the retirement process.



### Wellbeing Dashboard

Employee Wellbeing Dashboard for an overview of current Wellbeing levels - an "at a glance" view for each employee on which areas of their lifestyle need some focus.



### Logbook

Record progress towards goals. Employees can keep track of what they eat and how much they weigh, make a note of activity and calories burnt - and keep on top of other factors like caffeine intake and sleep patterns.



### Programmes

Employees receive personalised fitness programmes, made up of simple exercise routines that can be done anywhere and with no specialist equipment. Progress can be reviewed every month via the Wellbeing Checkup and new fitness plans can be explored. There are also general exercise classes, relaxation programmes and 10 minute wellbeing routines available - helping the user to achieve their activity goals and also reduce stress and tension.



### Resources

Provides access to the latest Wellbeing videos, articles, tips - employees can access a wealth of advice if they feel need a little more support.



### Free Credit Rating

Free for life access to a credit report and help to put it to good use.



### Employee Assistance Programme

Counselling support line to provide advice and guidance on any personal issue.



### Free Eye Test

Free eye tests across a national network of opticians. Also provides £500 off laser eye surgery.



### Free Legal Helpline

A 30 minute call to discuss any legal issues and challenges employees may have.



### Emergency Child Care

Offers employees access to a nationwide register of approved child carers when you need them.



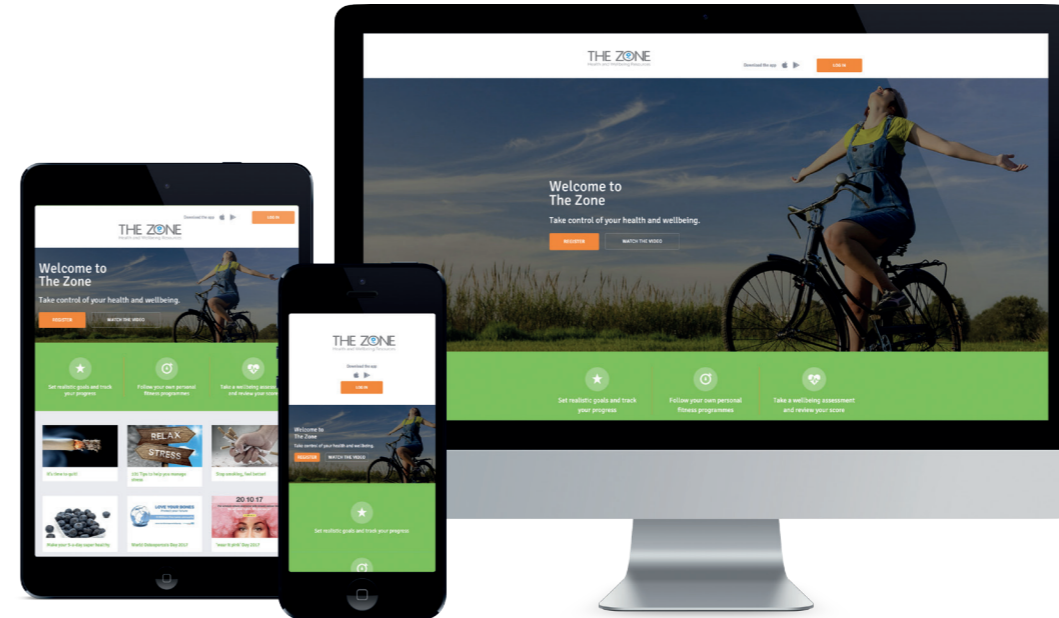
### Elderly Care Advice

Free helpline providing expert advice and help to walk employees through the options if they find themselves as the carer for an elderly relative.



### Mindfulness Course

Helps employees manage everyday stress both at home and at work. This eight week online course from leaders in the latest approach helps employees manage their work-life balance.



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# The Hub : Reward and Recognition to inspire and motivate Employees



## Reward Points

A simple, transparent, non-cash reward based currency for users to enjoy redeeming on a reward of their choice, supported by a reward statement showing transaction history.



## Social Wall

Use the social wall notification feature to celebrate recognition within the business. Users can like, share and comment on posts, videos and photos to show support and communicate business successes.



## Modular Features

A comprehensive range of modules for your business to choose from that allows the solution to be configured to your needs and provides options for the future.



## Nominations and Approvals

Add work flows to your recognition activities which reflect your organisational structure and scheme needs and use our simple "one-click" approval feature on nominations made to make an award.



## Gifting Service

Make someone's day with the personal touch of a gift delivery. Choose from a range of gifts on our next day delivery service, including: Chocolates, Flowers, Experience Days, Wine and Vouchers.



## Self-Service Awards

Empower colleagues to make instant awards using the self-service feature and send a "congratulations" email and create certificates with a personal message.



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## Recognition

Simply say thanks and recognise scheme participants for living company values, role achievements, life events, work anniversaries and many more reasons to drive a recognition culture within your business.



## Reward Catalogue

An extensive range of 25,000+ aspirational gifts and experiences, providing reward recipients with the ability to select their perfect reward.



## Advantage Discounted Shopping

Access to high street retailers and supermarkets savings, offering cashback of up to 15% on everyday shopping.



## Target and Performance Display

Enable participants to view current performance against scheme targets in a visual format and display hints and tips to help achieve results.



## Feedback

Collect feedback, ratings and insight from scheme participants to feed into your plans for the next phase of the scheme life cycle.



## Quick Polls and Surveys

Obtain quick and valuable insight from participants by using "Quick Polls" which can be delivered via pop up or homepage messaging or publish branded surveys to capture the voices and opinions of the people who matter most to you.



## Communications

Having a structured scheme communications plan is critical to scheme success – use our toolkit of communications options to engage your participants and maximise your return on investment.

## Why choose The Hub?

It is well established that reward and recognition is key to any employee engagement strategy. It is also established that non-cash reward has a much higher engagement impact than cash. The Hub can motivate your employees to perform better and engender behaviours to increase their loyalty, go the extra mile, improve customer relations and drive bottom line performance. From a simple "thank you" card to a gift or a consolidated points based reward solution, The Hub will significantly improve the performance of your employees and your business.

## Administrator Features

### Reporting and Insights

Access scheme performance data online via a dashboard or use our creative infographic service to help share scheme performance data to key stakeholders, alternatively download your scheme's raw data for your own internal analysis.

### Team and Budget Management

The Hub can be set up to reflect your organisational structure with data being fed automatically from the HR system or manually from scheme administrators. The scheme administrator can manage the reward settings for individuals who are designated rewarding managers, including the reward limits and reward budget. The scheme administrator can also download P11D reports for tax and NI accounting.

### Reward Processing

Scheme administrators can process awards across the whole organisation or to individuals within predefined teams or groups. Bulk awards can also be processed in a single batch when needed. This is supported by agreed award communications.

### News and Events

Message all the latest scheme news and events from a self-service administration account to ensure participants can make the most of the scheme.

# Support Services

When you choose any Remus Rewards solution you also benefit from a team of dedicated professionals to help and guide you through the implementation and ongoing scheme communication. Your dedicated Account Manager will work with you to support the implementation and leverage our team of specialists in a range of services including;

- Project management
- Scheme planning and implementation
- Scheme brand and design resources
- Employee communications to drive engagement
- Scheme reporting and performance measurement
- Ongoing operational services and administration support to handle your specific scheme requirements

From the initial kick off meeting we will understand both the needs of you and your employees and agree what outcomes and performance measurement you need from the chosen solution. All scheme creative design and communications are managed in-house enabling us to tailor the service and branding to your requirements.

## A few communication examples...



# Some of our Customers

Our customers come in all sizes and from all sectors. We're very proud to work with each and every one of them. If you'd like to work with us too, please do get in touch.





A division of People Value Limited



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