**Checklist for creating a competitive benefits package**

When wishing to introduce competitive employee benefits package the following points may be considered:

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|  | Review any existing benefits on offer and consider where improvements could be made. |
|  | Research any benefits provided by competing organisations and consider where these may be adopted. |
|  | Conduct an employee survey to understand which type of benefits existing staff may prefer. |
|  | Consider where monetary bonuses and opportunities for staff to save money on transport could be important. |
|  | Consider where additional support could be provided to working parents e.g., enhanced family friendly leave and pay |
|  | Look to incorporate flexible working or sabbaticals to provide staff with a health work/life balance. |
|  | Ensure training programmes are in place to encourage up-skilling and career progression |
|  | Embrace inclusive workplace social events that help develop a positive working culture |