



**Celebrate your employees
with a reward scheme which
has something for everyone.**

Information for Employers

Call us free on 0800 612 6110

www.widerrewards.com

Introduction

Adopting a culture of recognition within your organisation can not only lead to a happier work environment but also provide a tangible return on investment.

The right reward scheme will align your employees' interests with those of your organisation, help you to attract and retain top talent and encourage staff to perform consistently well.

Motivated employees are known to be loyal, engaged and more productive. And with even the smallest gestures of thanks being greatly valued by staff, Wider Rewards makes it easy for you to make a difference.

Wider Rewards is a flexible scheme, designed to meet your individual recognition objectives and your organisation's values. With a wide range of gifts and rewards catering for every demographic, Wider Rewards is sure to be a popular addition to your benefits package.

Wider Rewards can be used for

- ✓ Introducing a culture of recognition
- ✓ Creating a positive working environment
- ✓ Motivating employees
- ✓ Encouraging improved performance
- ✓ Reinforcing desired behaviours
- ✓ Recognising long service
- ✓ Seasonal gifts and prizes
- ✓ Sales and service incentives
- ✓ Commission and bonus schemes
- ✓ Employee of the month

Why choose Wider Rewards?

Wider Rewards ensures recognition is effective:

- ✓ Rewards can be requested quickly and simply, to ensure employees' behaviour is recognised and reinforced as soon as possible.
- ✓ A relevant award makes the organisation's values and goals personally meaningful to employees. Wider Rewards supports individual choice, with a personal reward wishlist encouraging employees to strive.
- ✓ Managers and peers add value to the reward by highlighting how well specific behaviours or achievements have impacted the team or organisation.
- ✓ Sincere rewards make a lasting impression on the employee. With a wide range of options from long service awards to peer-to-peer "thank yous", Wider Rewards offers a scheme in which everyone can participate, at a level which suits your budget.

Recognition and Rewards

Wider Rewards allows you to balance choice with simplicity, with a range of reward and gift options.

Reward NOW

- Rewards can be issued as e-vouchers, paper vouchers or gift cards.
- Delivery of gift cards can be to a single address or multiple sites, to individuals or organisations.
- Bulk orders of single-retailer cards often attract a discount.

Peer Peer

- Designed for peer-to-peer recognition.
- Certificates can be personalised with a specific message of thanks.
- Easily extended to Recognition Prize Draws and Employee of the Month schemes.

“ There are two things people want more than money: recognition and praise ”

High Street

- Gives employees more choice when spending their rewards, at home or abroad.
- Reloadable and branded cards are available, meaning employees can 'save-up' rewards on a single card.

Gift Select

- Employees are awarded points which can be redeemed online, choosing from an extensive catalogue of gifts.
- Gifts are suitable for a wide range of budgets and cater for both genders and various demographics.
- The cost to the employer is equivalent to the recommended retail price of the gifts, with no additional fees. Delivery is free of charge.
- Employees can save their points and work towards a wish-list, promoting ongoing engagement.

Designing your reward scheme



Objectives and values

Deciding what you want to achieve.

- Design your scheme so company values and objectives are met.
- Ensure all objectives are clear and measurable.
- Be clear on who is allowed to allocate points or rewards.



Communication

Capture the employees' attention to drive participation.

- Wider Rewards schemes include a complimentary marketing package.
- All communications can be branded, ensuring a clear message which supports your values and objectives.



Scheme structure

A simple structure will achieve more.

- Decide how often rewards will be given.
- Set your reward criteria and any approval requirements.



Manage the scheme effectively

Regular reviews will improve performance.

- Management information can measure effectiveness and influence future communication plans.
- Employee feedback helps confirm the scheme is right for your target audience.



Reward type

Choose the right reward for your company's demographics.

- Recognition versus financial reward.
- The value of rewards should reflect your budget and the employees' achievements.
- Wider Rewards offers a modular solution, easily tailored to your needs



Share success

Drive participation by sharing success.

- Add value to the reward programme and create a culture of recognition by sharing success stories.
- We can incorporate success stories into your marketing on request.

Payroll and HR guidance

With all benefit schemes, it's crucial to understand the tax and National Insurance implications. Rewards which are considered by HMRC to be "trivial", such as a bottle of wine, can be provided without a tax liability, but most rewards, including gift vouchers, do carry a liability.

When employees face an unexpected tax bill at the end of the year, the motivational aspect of a reward can be eroded. For this reason, you may elect to settle the tax liability on your employees' behalf. This can be handled easily by setting up a PAYE Settlement Agreement ("PSA"), which also has the advantage of avoiding the need to include gifts and rewards on P11d's. If you'd like to set up a PSA, we'll provide a template letter for you to send to HMRC.

It's also important to ensure your reward scheme treats all employees fairly. Of course, it isn't necessary to provide all employees with the same level or type of reward, but you should be careful not to discriminate, for example by age or gender.

“ Recognition is one of the best methods of improving work motivation and employee engagement ”

Where rewards and targets are being set locally by managers, we recommend highlighting the need for equity, including checking that part-time workers are provided with a fair opportunity to gain recognition. We provide materials for you to circulate to line managers, to ensure your scheme gets off to a great start.

Call us now to discuss setting up a scheme on 0800 612 6110

“ Our flexible, straight-forward approach offers a breath of fresh air ”

Have you seen our other products?

At Wider Plan we specialise in salary sacrifice and employee benefits:



An exciting employee discount portal offering a broad range of savings. Wider Wallet Benefits Hub extends this into full benefits solution.



A wide range of benefits promoting achievable wellbeing, making it easy to work towards a happier, healthier way of life.



A salary sacrifice scheme offering employees great savings on a wide range of technology.



A flexible scheme offering an effortless way to help your employees pay for parking.



Providing an easy way for employees to buy additional annual leave, making work/life balance more achievable.



Childcare vouchers allow working parents to enjoy substantial savings on the cost of childcare, while employers enjoy National Insurance savings.



Encourage employees to cycle to work with a salary sacrifice arrangement providing savings on the cost of a bike and accessories.



An effortless way to help your employees spread the cost of commuting with an interest free loan.



Enabling your employees to enjoy driving a brand new car for a fraction of the cost.



A cost-effective way to keep the skills, knowledge and professional status of your employees up-to-date.

Our service at a glance:

- ✓ A fully-managed service, including handling all employee queries, registrations, and reward notifications.
- ✓ A designated account manager to guide you through scheme implementation and provide ongoing support.
- ✓ Quick and easy scheme set up.
- ✓ Clear information for your payroll department, provided in line with your payroll needs.
- ✓ A free and comprehensive marketing package, with dual-branding available.
- ✓ High capacity freephone helpline.
- ✓ Excellent financial controls and data security.



0800 612 6110



www.widerrewards.com



business.enquiries@widerplan.com

Wider Rewards is owned and administered by Wider Plan Ltd

11 - 16 Chestnut Court, Jill Lane, Sambourne, B96 6EW

Registered in England and Wales as company number 5207145

Part of the
WiderPlan