

# Navigating Economic Challenges for Your People



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**National Insurance contributions for employers to rise from 13.8% to 15%**

**Secondary threshold to reduce from £9,100 to £5,000 when NI contributions are due**

**National Minimum Wage to rise from £11.44 to £12.21 per hour**

**60% of employers will offer 2025 pay awards lower than they had planned pre-budget, while 38% do not expect it to change (Paydata, 2024)**

# What does the National Insurance rise look like to employers?

No. of employees	100	1,000	10,000
Additional NI costs	£42,996	£429,960	£4,299,600

\*Based on an average UK salary of £35,830 (ONS, 2025)

The background is a close-up, high-angle shot of a blue, textured surface. The texture is irregular and crystalline, resembling ice or a metallic material with a complex, fractured pattern. The colors range from a deep, dark blue to a lighter, almost white blue, with some areas appearing more saturated than others. The overall effect is one of coldness and rigidity.

# Hiring freeze and job cuts



# Threats to DE&I

# The areas that can get hot first ...

1

## Headcount

The People  
Team  
themselves

2

## Learning & Development

3

## Benefits

Provisions &  
leave time  
given

4

## Workplace experiences

Team events,  
strategy days etc

5

## Recognition

Limited budget  
and milestone  
recognition

That's enough  
bad news





How do  
we push  
through



# The Total Employee Experience



Download  
the EVS!



The Reward Gateway | Edenred  
**People Strategy**

**Moments**  
that Matter

# Our mindset and maximising impact

Digital communications

Free workshops

Physical advertisements

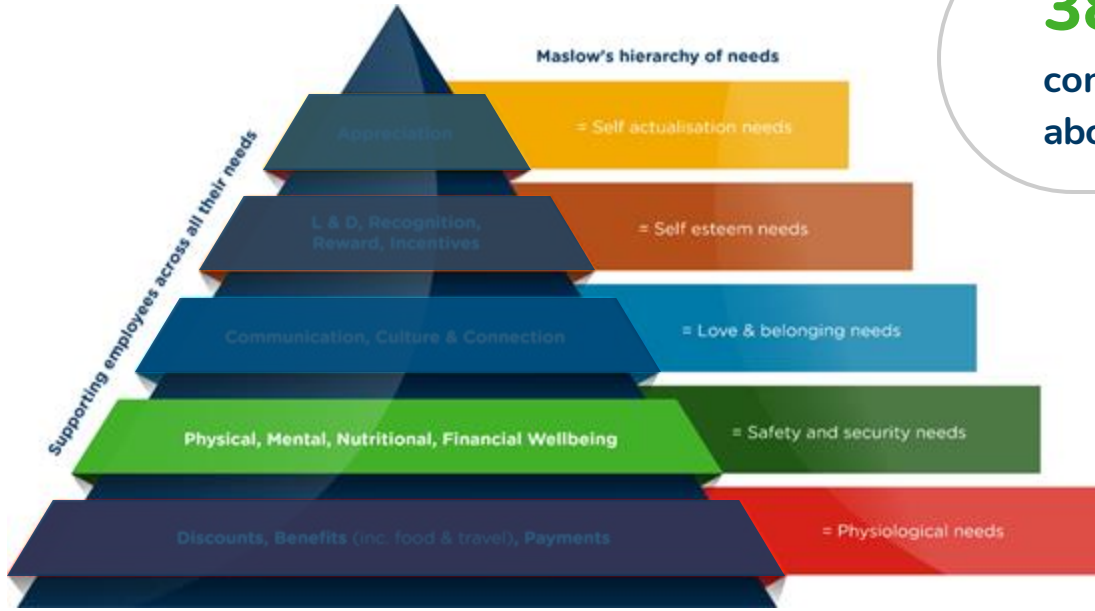
Manager upskilling

Seasonal campaigns

Employee surveys

Improving access

# Prioritise wellbeing



**38%** of UK employees say that workplace concerns have led to them no longer going above and beyond their responsibilities

**4/10** UK employees saying that workplace concerns have impacted their wellbeing

The HR Priority Report,  
Reward Gateway | Edenred, 2024

# Managers are key



I am recognised by managers



My hard work is rewarded



I feel I belong here



My managers support me



My organisation praises me

# A quick win...

Exploring the untapped value of salary sacrifice benefits such as:



**Cycle to Work**



**SmartTech™**



**Car Benefit**



**Holiday Trading**

# Lets recap. To push through, we need:



A people strategy based on data and insights



To shift our mindsets to think smarter about investments



To put wellbeing and DE&I front and centre



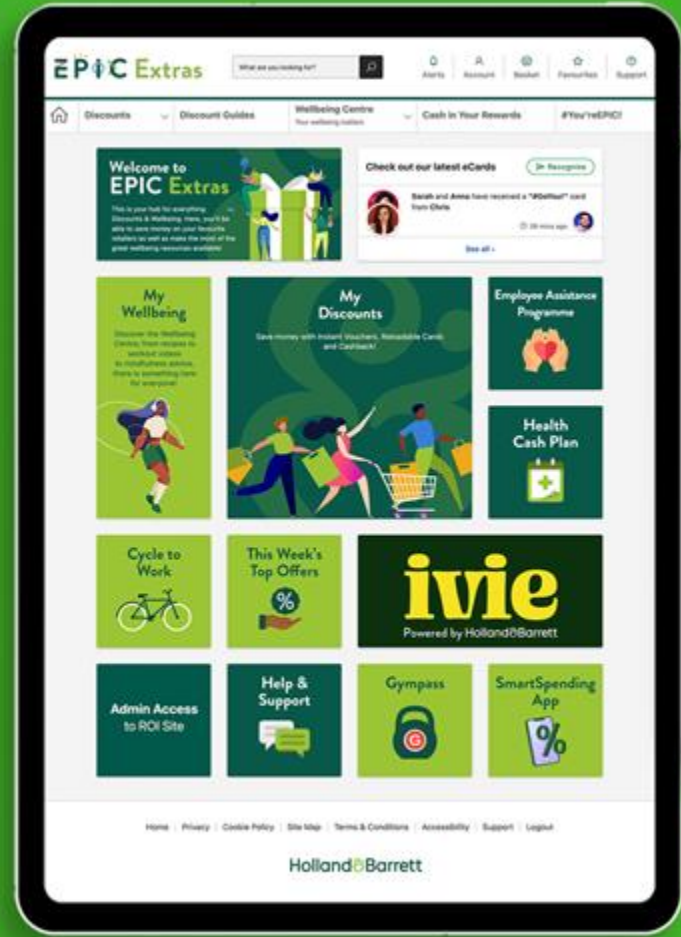
To prioritise our managers



To spot quick wins

# Holland&Barrett

£99,000  
reduction in NI  
contributions through  
Holiday Trading and  
reinvested in their Epic  
Extras platform





# Inspired Villages

The *best* years of your life?

£216k value of Car Benefit orders, saving employees £69,000 and Inspired Villages £29,000 in NI contributions

The screenshot shows the top navigation bar with the Inspired WORLD logo (tagline: We're in.), a search bar, and utility links for Alerts, Account, Basket, Favourites, and Support. The main banner features the heading "Welcome to Car Benefit" and the subtext "The new way to drive a brand new car", accompanied by a photo of a smiling couple in a white car. Below this is a "Find your new car" button. A secondary section titled "What's available?" describes the range of vehicles (electric, hybrids, high performance) and includes the Tusker logo and a red SUV image, also with a "Find your new car" button. A breadcrumb trail shows "Car Benefit".



£62,000 in employee savings through Cycle to Work, with Greencore saving £27,000 in NI contributions in a year

A screenshot of the MyGreencore benefits portal. The header includes the "MyGreencore benefits" logo, a search bar with the placeholder "What are you looking for?", and navigation icons for Alerts, Account, Basket, Favourites, and Support. Below the header is a horizontal menu with categories: MyGreencore (All you need to know), MyBenefits (Perks you get at work), MyDiscounts (Saving you money everyday), MyWellbeing, Payslip Portal, Holiday Trading, and More. The main content area features a large banner for "Save on a brand new bike and equipment" with a sub-headline "and start cycling to work today!" and a green "Apply now" button. Below the banner is a breadcrumb trail "Home &gt; CycleToWork™". Two content cards are displayed: "Cycle to Work is for everyone" with a bicycle icon and text explaining savings of 28% to 47% on total cost, and "Find your nearest cycle store" with a location pin icon and text about online ordering and delivery.

# People data and insights = HR credibility

## Ask yourself:

1

What do leadership want to see?

2

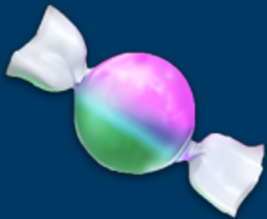
What are the most impactful metrics to report on?

3

How do these metrics tie in with your initiatives?



# Draw clear lines to business results



## The business cost/impact of attrition

Job ad creation and posting	£250
Onboarding plan and scheduling	£300-£500
Uniform or Company 'kit'	£500-£650
Induction programme and buddy system	£650 (2 weeks) £250-£500
Induction training time	
Employees facilitation and training sessions	£1,500- £3,000
Lost productivity	£1,000
Leader high-touch onboarding support	£1,500- £2,500
Cost to customers	Invaluable Invaluable

## Leaders

- Strategic benefits
- Lowest turnover
- High engagement
- Highest business growth

## Appeasers

- More benefits - testing and learning
- Good engagement
- Lower business growth

## Drivers

- Limited range of benefits
- Lower engagement
- Mid-business growth

## Low Performers

- Low range of benefits
- Low engagement
- Low business growth

# Employee Engagement and Business Performance Matrix



## Respondent dashboard

### Respondents results

#### Employee engagement



#### Average Turnover rate

Up to 5%

#### Average Time to hire

Within 2 weeks

#### Customer NPS



#### Average Growth rate

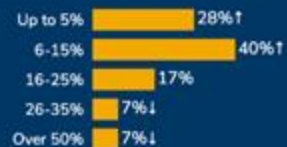
Above 20%

### Overall survey results

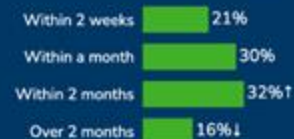
#### Employee engagement



#### Average Turnover rate:



#### Average time to hire:



#### Customer NPS



#### Average Growth rate





# Employee Engagement: An Economic Value Study

[rg.co/evs-report](https://rg.co/evs-report)



**Download  
the report!**



# Participate in our study

The Economic Value Report is just the start. Join 500+ of the world's leading businesses in participating in the study.

Scan the QR code to participate







# The Appreciation Index

[rg.co/index](https://rg.co/index)



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