



Reward
Gateway



WEBINAR:

Beat the Rush: Proactive Strategies to Support, Connect & Retain Your People for a Rewarding End-of-Year



Who will you be hearing from today



Steph Met

Employee Engagement
Consultant



Hend Dabash

Employee Engagement
Consultant

Reward Gateway



9m+

Employees use
our employee
engagement products



5,000+

Clients trust us with
their employee
engagement



6+

Offices in
4 countries



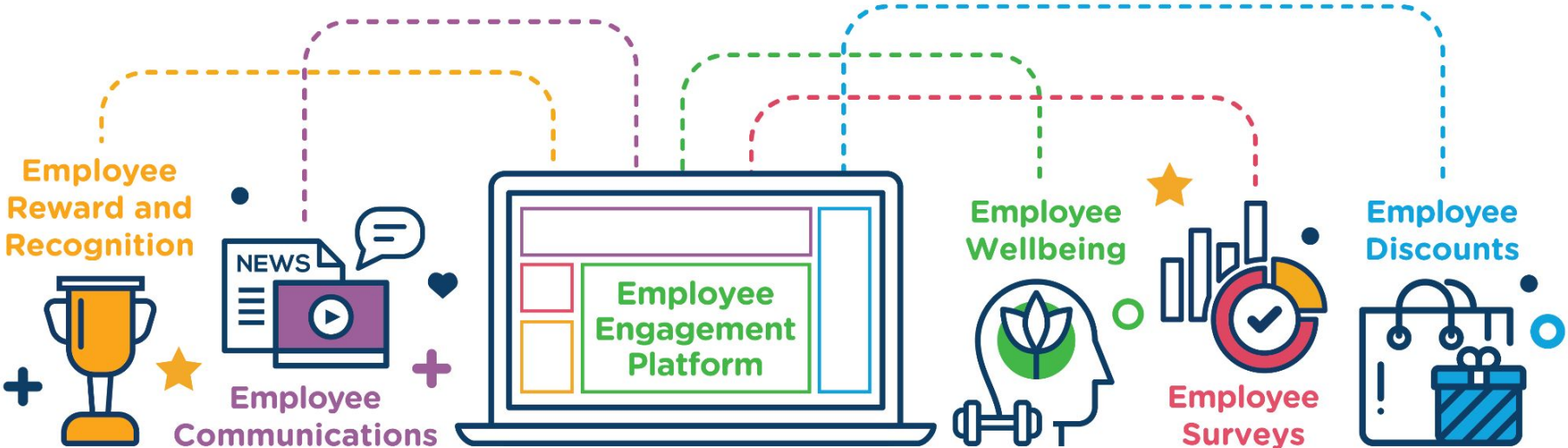
750+

Reward Gateway
people globally



**Let's make the
world a better
place to work**

Reward Gateway's Employee Engagement Platform



On Today's Agenda

01

Why start now?

02

Celebrate & connect ALL your people

03

Enabling managers to motivate their teams

04

Champion your employees' financial wellbeing

05

Give a gift that keeps on giving



**Have you started planning
what your end of year reward
strategy will look like?**

Let us know in the chat!



Why start now?



WE ARE HERE



Top 3 priorities for HR managers



**Increasing employee
engagement**

(45%)



**Workplace
productivity**

(35%)



**Employee
retention**

(30%)

Source: The Workplace Engagement Index 2024, Reward Gateway

A woman with dark hair is sitting at a desk in an office setting. She has her hands clasped together and is looking off to the side with a thoughtful expression. The background is slightly blurred, showing office shelves and a window. The overall image has a blue tint.

**81% of Aussies are
concerned about
the COL and
inflation**

**64% of Aussies
believe their
employers should
do more to offset
COL and inflation**

Growth in Prices vs. Wages



ABS Consumer price index and wage price index

Impact of cost of living crisis on employees



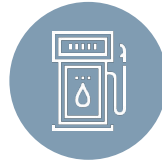
Cost of
renting to
climb by

21.2%



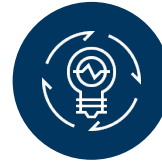
Food
shopping
costs to
increase by

6.8%



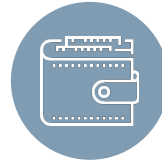
Petrol
cost price
rise

26.4%



Energy
prices to
increase by

18.3%



People
worrying
weekly
about
money

38%

Evolving EVP with Strategic Benefits

Pet Bereavement Leave

Celebrating Milestones Earlier

Employee Discount Platforms

Wardrobe Reimbursement Benefit



Celebrate &
connect ALL
your people



A photograph of three business professionals (two men and one woman) sitting around a desk in an office, looking at a laptop. The image is overlaid with a semi-transparent blue filter. The text is centered over the image.

1 in 3

Australian employees say they feel
more productive at work when
receiving recognition and rewards

Reward Gateway, Recognition and Rewards in the Australian Workplace, 2024

Why move to digital rewards/gifting?

Reduce
manual
work

Easy to
implement

Customised
designs fit
to your
brand

Can be
scheduled
in advance/
no one gets
missed

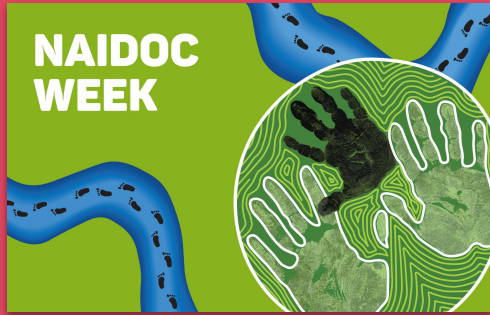
Flexible
redemption
/ choice



Celebrate & connect ALL your people

Create inclusive eCards to
celebrate the causes that matter
to your people

Embrace formal seasonal recognition





Celebrate & connect ALL your people

Create inclusive eCards to
celebrate the causes that matter
to your people

Recognise your company's
culture-strengtheners and
ambassadors

Give to the givers

(prizes for recognition senders)

Top eCard senders this quarter			
Rank	User		Sent
1	Alana Rochester Client Success		22
2	Teresa London-265TCR Finance		22
3	Joe London-265TCR Client Succ...		19
4	Ryann Rochester Sales		18
5	Sharon Boston Client Success		18
6	Georgi Plovdiv Client Support		17
7	Ivaylo Plovdiv Client Support		17
8	Nebel London-265TCR Leadership		16
9	Hristina Plovdiv Implementation		15

Top recognition senders in the last 30 days			
Rank	User		Sent
1	Alana Rochester Client Success		24
2	Kylie Sydney Leadership		18
3	Nevin London-265TCR People		13
4	Jon Sydney		13
	You		4

Top activity in the last 30 days			
Rank	User		Actions
1	Joe London-265TCR Client Succ...		396
2	Jon Sydney Sales		72
3	Tara Sydney Implementation		67



Celebrate & connect ALL your people

Create inclusive eCards to
celebrate the causes that matter
to your people

Recognise your company's
culture-strengtheners and
ambassadors

Show care with relevant and
personalised rewards

68%

of employees want to be able to use
rewards on essentials rather than
luxury goods

Reward Gateway, AU, Aug 2023

Enabling
managers to
motivate
their teams



On a scale of 1 to 10, how would you rate your managers enablement to recognise and reward their team?

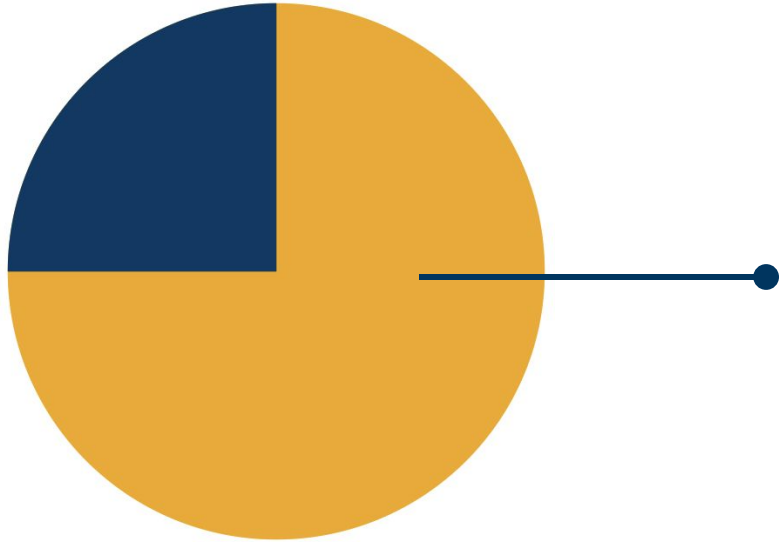
Let us know in the chat!



People leave “bad” Managers

WHY PEOPLE CHANGE JOBS

“People don’t quit jobs,
they quit bosses”



75%

Of workers who voluntarily left their jobs did so because of their bosses and not the position itself

Manager Led-Instant Awards

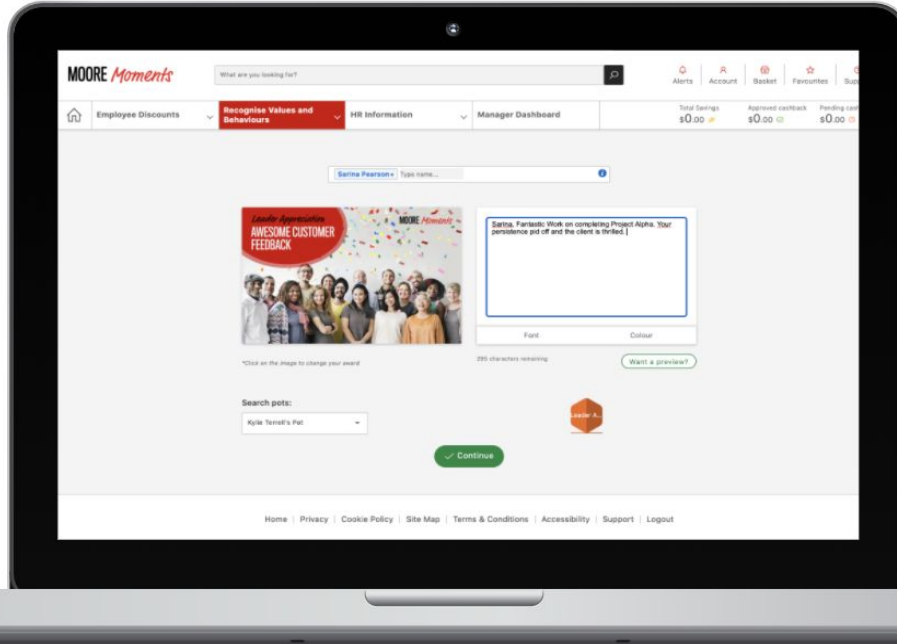
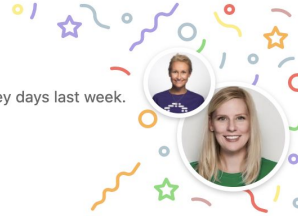
My Recognition Moments

You received **Game Changer** award from **Kylie Green**

KT, Thank you for running our AUS Consultants Buyers Journey days last week.

Your facilitation of the session was... [See more](#)

34 🙌❤️



You received **"Game Changer"** from **Kylie Green**

KT,

Thank you for running our AUS Consultants Buyers Journey days last week. Your facilitation of the session was really strong and you had all the team engaged, sharing learnings, insights and brainstorming opportunities delivering strong action points to drive growth.

Thank you also for the webinar the week prior. You and Alex make quite the dynamic duo with your passion and expertise shining through.

You have had quite the fortnight of adding value and we are so lucky to have you on the team!

Thank you,
Kylie



This is worth **400 PNT** and you can spend the amount instantly or let it build up in your account.

400 PNT

[See award options](#)

👍❤️ [React](#) [Comment](#)

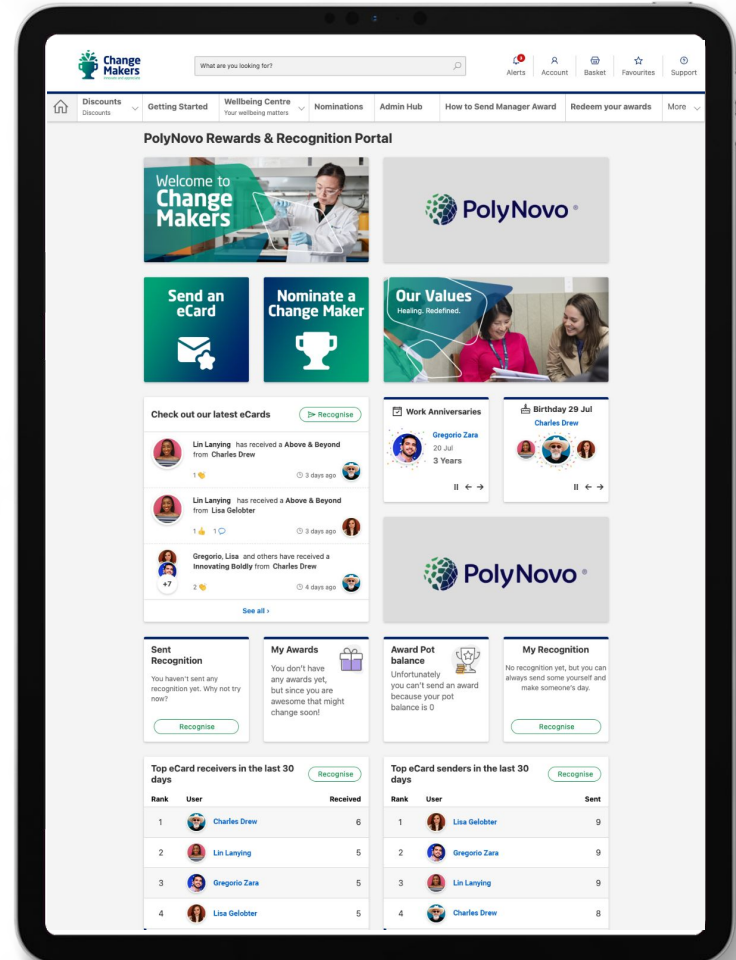
🕒 3 days ago

🙌❤️ [Sarina Pearson and 34 others reacted](#)

How structured programs help make Managers Recognition Rockstars

Give Managers the tools, education and permission to “just get on with it”

- Helps us to hold Managers accountable via program insights
- Promotes regular communication giving tips, tricks and reminders to reinforce importance and support habit creation.
- Highlights Managers who are seeing positive results and gives way to mentor opportunities for those that aren't



Financial Wellbeing

g



Want to boost employee's financial wellbeing?



1

Revisit and review your Total Rewards offering

Are your current benefits hitting the mark for your people?



2

Help your people stretch their salaries

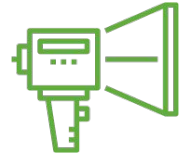
Look into cost-efficient or cost-neutral benefits that help your people save on everyday expenses.



3

Make financial support easy to find

Ensure your offering is easily accessible, understood and encouraged.



4

Package and promote

Create a culture that supports employee financial security through the year.



70%

of Australian HR managers find tighter HR budgets and being expected to "do more with less" challenging

Reward Gateway, Workplace Engagement Index, 2024

Compare the Cost and Impact

Make it Make Cents

For 500 Employees

3% Salary increase

Cost

\$1,125,000

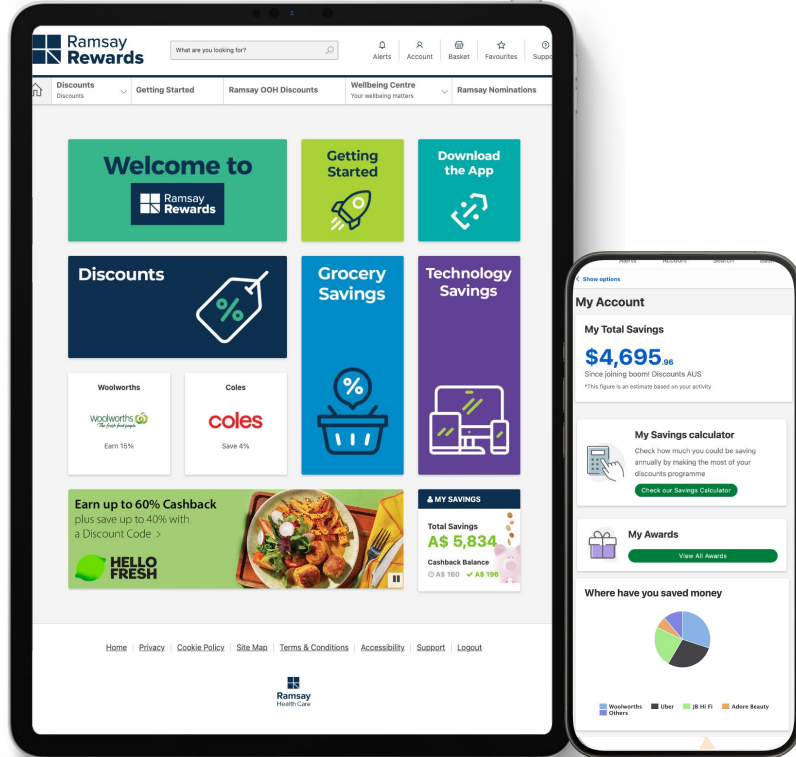
net increase
of \$187.50
per month
for employees

Discounts program

Cost

\$39,644

average net saving
of \$100
per month
for employees



In first 6 months since launch:

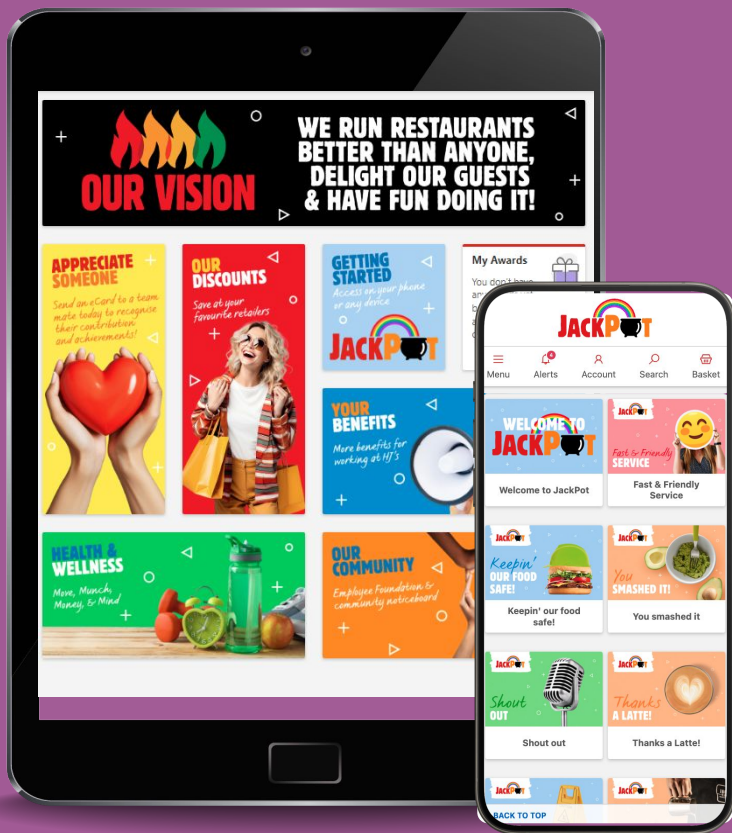
53% active, self-registered users

Employees saved \$155.2k

Top retailers: Woolworth, Coles, JB Hifi

Give a gift
that keeps
on giving





Give a gift that keeps on giving

Create a one-stop-shop for your EVP and benefits



Give a gift that keeps on giving

Create a one-stop-shop for your EVP and benefits

Promote your offering throughout the year

Reward Gateway's Client Success Team Supports You AND Your

People

YOUR ONE-STOP
BACK-TO-SCHOOL SHOP

ProgrammeLogo
Member of the Reward Gateway Group

Class is almost back in session! The new school year comes with a list of essentials. But whether it's tech, cool stationery or new clothes you're shopping for, our discounts on [platform name] will help you start the new school year off in style.

Visit [\[verylongurl.com.uk.us.us\]](https://www.yourprogrammeurl.com.uk.us.us) for all your back-to-school shopping!

All discounts and offers are subject to change without notice.

Gifts as unique as MOM

It's almost time for Mother's Day! On 14 May we show the mother figures in our lives some extra love. And since mum is one of a kind, why should her gift be ordinary?

Go to [platform name] for the most unique and budget-friendly Mother's Day gift ideas. To make it even better, with our discounts you can make a saving no matter how you choose to treat mum.

Etsy **SEPHORA** **easyflowers** **viator**

GOURMET **d i s k** **Book Depository** **ORPICKS**

Discover the best Mother's Day deals on [\[URL\]](https://www.yourprogrammeurl.com)

RewardGateway
Unlock our employee benefits

All discounts and offers are subject to change without notice.

RewardGateway
Unlock our employee benefits

Easter deals for every bunny
through [platform name]

Egg hunts, long brunches or decorated living rooms? Visit www.yourprogrammeurl.com to save money this Easter!

100% discounts and offers are subject to change without notice.

Orbis for you
Appreciating your commitment

IT'S COMPETITION TIME!

Fancy an opportunity to win vouchers or a kindle fire?
SIMPLY FIND THE LOGO!

Super saver spotlight

Her favourite retailers are:

coles **Target** **MYER** **AVEDA**

Did you know that Michelle saved \$50 on the spot when she bought a new clothes dryer at The Good Guys and for her recent girls getaway with friends, she is expecting up to \$150 cashback from Booking.com via Pitcher+!

Rachel Andrews
Director, Risk and Compliance

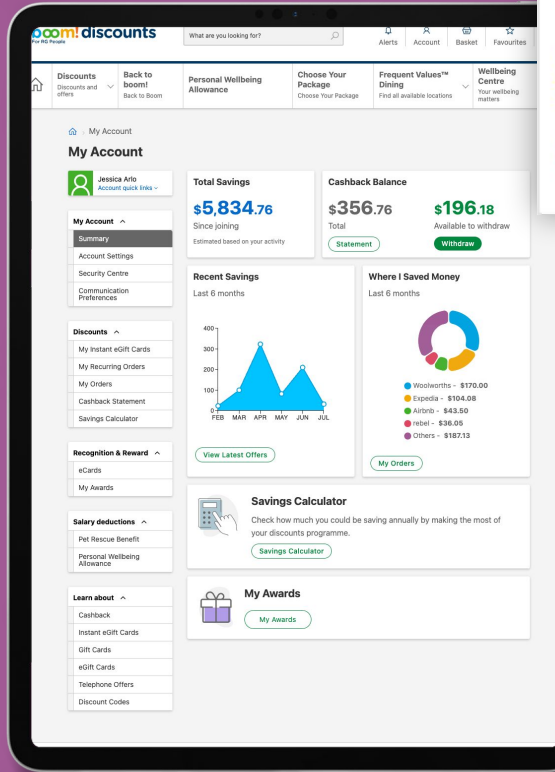
SmartSpending

Give a gift that keeps on giving

Create a one-stop-shop for your EVP and benefits

Promote your offering throughout the year

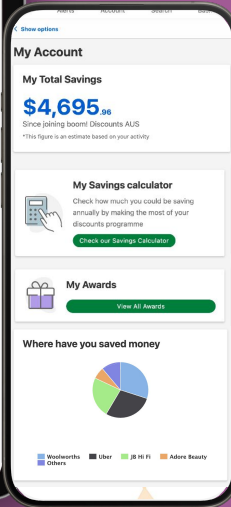
Demonstrate the impact and ROI of your EVP in real-time




Save even more

JB HI-FI Save 5% at JB HI-FI
Use your approved
Cashback to save further

Use my Cashback





Companies that provide the right
benefits to engage their employees
typically see an increase in business
performance of

5-7%

Reward Gateway, Economic Value Study, 2024

Give a gift that keeps on giving

Happy Holidays

👏 \$50.00



Reason for Award:

Wishing you and your family a Happy Holidays and a safe and happy New Year

[View Award](#)

Shine Thank You Gift

ls

👏 \$50.00



Reason for Award:

As our very first act of recognition as one team at HPC, Peter and the Executive team want to recognise each and every one of you for all your hard wo... [see more >](#)

[View Award](#)

Thank you!

👏 \$50.00



Reason for Award:

Happy Educators' Day! You have been celebrated by one of your families and we also wanted to thank you with a small token of our appreciation.

[View Award](#)



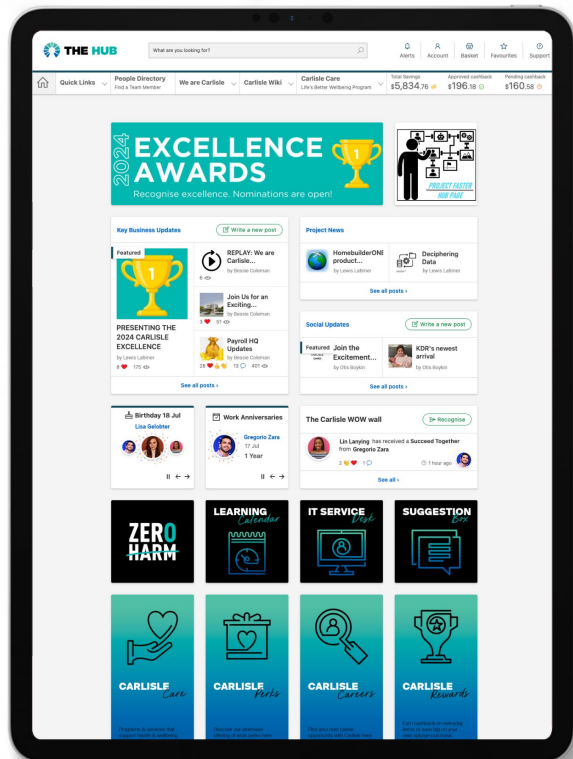
CARLISLE
HOMES

After moving to digital recognition:

99% active users

\$4.7K ecards sent

Issued \$53K worth of rewards



Festive Bundle Offer!

Partner with Reward Gateway by implementing a **Discounts Platform** and receive a **free tool to send bulk rewards** to your people, this festive season and beyond.

Valid until the end of August 2024.



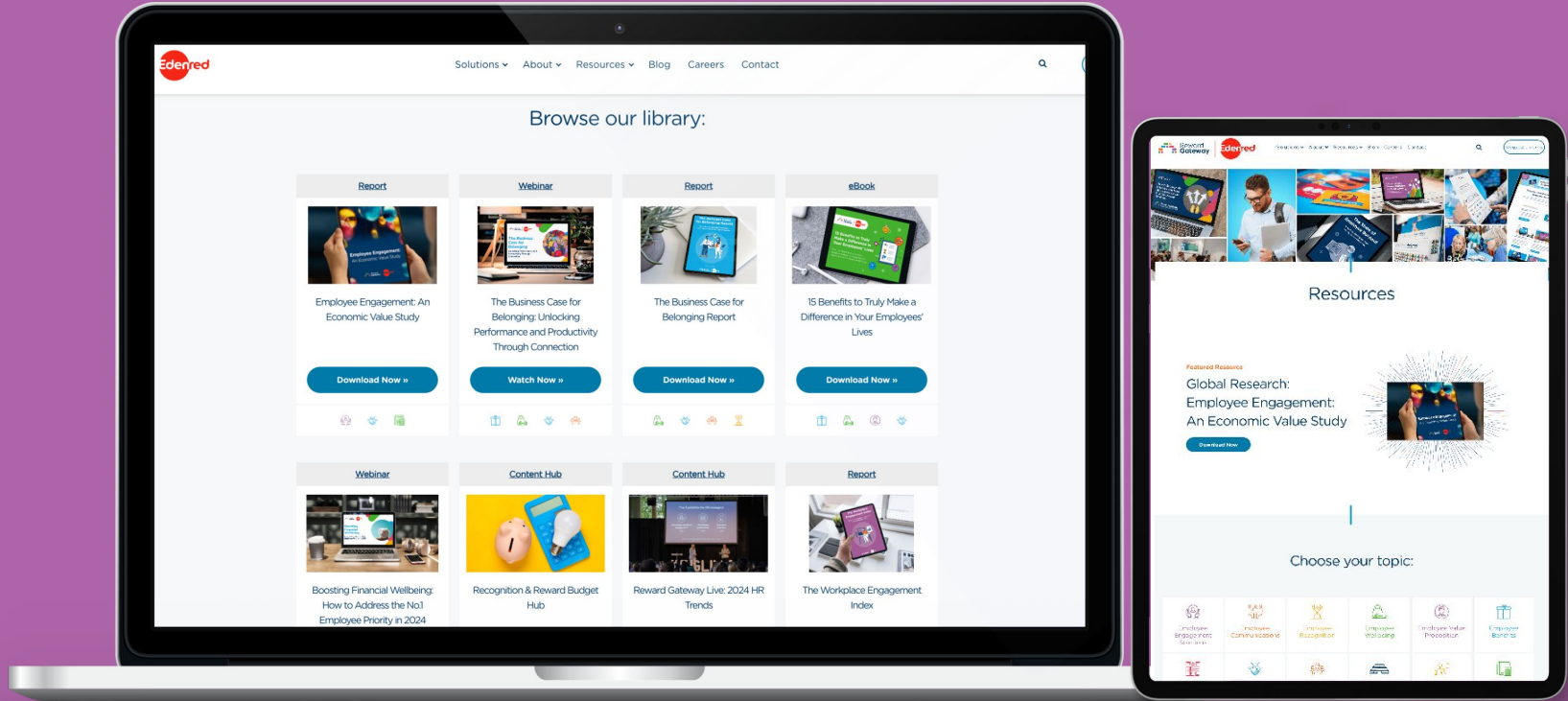
SUMMIT SYDNEY 2024

The Fullerton Hotel | 15 Aug 2024 | 10am to 6pm

Exclusive in-person event. Register here:



Want to learn more? Visit our Resource Library



rg.co/discover

We want to
hear from you!
What ideas did you
like best from
today's discussion?

*You are
Magic*



The image features a central text message, "Let's make the world a better place to work", written in a bold, dark blue, sans-serif font. The text is arranged in three lines and is slightly tilted. It is set against a background of a dense, radial pattern of lines. Most lines are dark blue, but there are several lines in various colors including orange, yellow, green, light blue, pink, and purple. The lines radiate outwards from the center, creating a sunburst or starburst effect. The overall composition is dynamic and energetic.

**Let's make the
world a better
place to work**