

Communicating Benefits Clearly

OBJECTIVES

Leading global law firm Weil, Gotshal & Manges wanted to implement Flexible Benefits for its 230 UK employees.

Among the firm's objectives were to:

- Be at the forefront of the legal sector in terms of implementation of flexible benefits
- Create the ability for employees to increase take-home pay
- Allow employees to choose benefits that suit their lifestyle
- Promote the value of the total reward package

THE PROJECT

Portus was asked to work with the law firm to achieve these aims. We first undertook a series of Employee Focus Groups to obtain detailed feedback – we needed to know what this firm's staff would truly appreciate before we could start to design the Flexible Benefits scheme.

We then managed the project itself, from benefit design and sourcing through technology specification, build and testing. We communicated the scheme to employees with launch presentations and one-to-one drop-in surgeries where we could answer specific questions.

FLEXIBLE BENEFITS MADE SIMPLE

Portus has provided a state-of-the-art benefits platform for the flex scheme and supported this with administrative services. Staff can log on at any time to the benefits portal, through which they can learn about the options, model the effect of benefit choices on their payslip and make their individual selections.

As a result, the firm has seen a high level of employee engagement with the evolving scheme. Staff review their benefits, choose new holiday packages, contribute to their pensions using salary sacrifice and buy new benefits

THE ADVANTAGES

Weil, Gotshal & Manges is an excellent example of a forward-thinking law firm, which has embraced modern technology and regular, proactive benefits communication to meet its objectives.

Long-standing employees now have far greater appreciation of and interaction with their benefits. New employees comment positively about the range of benefits on offer and the ease with which they can view information and make choices.

In short, introducing flex has successfully increased employee engagement

“Portus has acted as our Employee Benefit Advisers for a number of years and has always provided a first class service. Weil, Gotshal & Manges were early adopters of online flexible benefits and it was key we worked with a consultant. The Portus team worked with us to ensure our bespoke system was delivered on time and on budget. We continue to consider Portus and Portus Online as a centre of excellence for employee benefits and online flexible benefits”.

Thea Gaunt, Head of HR, Weil, Gotshal & Manges