

# EMPLOYEE BENEFITS CHECKLIST

## START WITH THE ESSENTIALS:

- Clear salary and pay structure
- Flexible working (hybrid, remote, compressed hours)
- At least 25 days' annual leave + bank holidays
- Enhanced sick pay and support for mental health
- Employer pension contributions
- Clear parental leave policy (enhanced beyond statutory)

## LEVEL UP YOUR OFFERING:

- Private health insurance (or health cash plan)
- Mental health support / Employee Assistance Programme (EAP)
- Birthday off or personal wellbeing days
- Buy/sell annual leave options
- Professional development budget
- Performance-related bonus scheme
- Cycle-to-work or season ticket loans



### TOP TIP



Don't just list your benefits...  
Show them off in your job ads  
and onboarding materials.

Make it easy for candidates to  
say "yes."

## WANT TO STAND OUT? OFFER PERKS LIKE:

- 4-day work week or early-finish Fridays
- Customisable benefits platform (choose your perks)
- Subscription perks (Headspace, Spotify, gym discounts)
- Charity/volunteering days
- Pet-friendly office policy
- Onboarding/welcome bonus or wellness packs

WE'VE SUPPORTED HUNDREDS OF EMPLOYERS WITH SALARY & BENEFITS REVIEWS

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