

Arup

Background

Arup are an internationally acclaimed engineering consultancy firm whose works include the Sydney Opera House and the award winning Swiss Re Building - better known as "The Gherkin" in London. While owning 73 offices in 32 countries and employing 6,000 staff who already enjoyed an excellent benefits package, Arup wanted their employees to understand what each benefit was worth and the overall value of their remuneration package.

Objectives

Arup wanted to use Edenred's online Total Reward Statements solution to enlighten employees on the full value of their entire reward package. Employees were given them all a unique username and password to access an online statement with an instant overview of their overall salary and benefits package.

ARUP – in summary:

- Wanted staff to understand the full value of their total reward package
- Launched Edenred's online Total Reward Statements to offer instant salary and benefits overview
- Statements also featured items with no monetary value such as flu vaccinations
- Resulted in 85% of Arup's 6000 employees using Total Reward Statements
- Encouraged the firm to launch Flexible Benefits to 21 countries worldwide



Launch & Implementation

Arup chose to roll out the online Total Reward Statements scheme in 5 phases, initially launching it in the UK, USA and Hong Kong. They subsequently expanded the scheme over several more phases into China, Japan, the Philippines, Korea, Thailand, Australia and Canada, as well as into European countries such as Russia, Poland, the Netherlands, Germany and Spain.

The online Total Reward Statements listed each employee's rewards such as salary, profit sharing plans, car allowance, pension, health insurance and income protection. In some countries, statements included the air fare allowance or holiday passage allowance, with expats all around the world also being able to view their housing, family, and education allowances.

The Total Reward Statements also featured items which did not hold monetary value, like season ticket loans and flu vaccinations, in order to draw these "less obvious" perks to the attention of their employees. Access to each benefit supplier's website was provided to help employees stay fully up to date with their share plan schemes and pension, and be able to contact the suppliers directly and download claim forms if required.

Results

To date, around 85% of Arup's 6000 employees use Edenred's Total Reward Statements. The feedback from staff is that they appreciate the transparency of their rewards and the figures are easy to access via the company intranet. Employees are accessing their statement at least twice a year, which is helping to increase the appreciation of Arup's comprehensive benefits package, and the scheme's success has encouraged the launch of Flexible Benefits to 21 countries worldwide.

To find out more about how we helped Arup, and how we might be able to help you, please contact our New Business Team on **0845 330 4406**, or visit www.edenred.co.uk