

WHAT DO EMPLOYEES REALLY WANT?:

THE TOP PERKS REVEALED

New research for 2017 reveals just how important workplace perks are to UK employees, with nearly 2/3 (62.1%) of professionals stating that they consider these to be a key factor when looking for a job. Furthermore, just over one in 10 (12.6%) said that they would turn down a job if the company didn't offer workplace perks.

Worryingly, the survey of 1,000 professionals also revealed that nearly 3/4 of UK professionals (71.8%) aren't currently receiving any perks at work. This is despite 70.5% of employees believing that all business should offer them. When asked what they'd like to receive, the most desirable workplace perks were:

- Flexible working (47.2%)
- Seasonal bonuses (39.1%)
- Extra holiday (37.3%)
- Staff discounts (22.6%)
- Paid time off on your birthday (21.3%)
- Casual dress code (19.8%)
- Free fitness facilities or classes (18%)
- Free office snacks and drinks (18%)
- Parties and social activities (8%)
- Nap or games room (5.2%)

Lee Biggins comments:

"It's interesting to see that today's employees are shying away from the more whimsical perks that had become somewhat of a fad in recent years. 'Nap pods' and 'office bars' may be popular in some offices, but the majority of professionals are now steering towards the more practical benefits like flexible working and bonuses. It's concerning to learn that less than a third of employers are offering their staff these perks, especially as employees do take these into consideration when applying for jobs."

Employees also revealed the top perks that they receive in their current jobs, with staff discounts (42.9%), casual dress codes (40.5%) and flexible working (38.1%) topping the list. But despite stating that these perks are important to them, a staggering 85% of professionals admitted that they would rather see a pay rise than receive other kinds of benefits or perks.

Biggins continues: "It's unsurprising that the majority of employees would prefer to see a pay rise over perks, especially post-Christmas when money is tight. And while it's important that businesses are offering workplace perks, these should not be used as a substitute for fair salaries. January was a busy month for recruitment with many candidates looking for a new job for the New Year." This trend is expected to continue, meaning employers should take these findings around workplace perks into consideration when looking to attract the best talent to their business.

Contact Diane Southwick on 01675 443577 or email diane@dsaexecutive.com to discuss your Employment Strategy. We also offer salary survey and benefits information for our specialist market areas.

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