



Nottingham Trent University launches flexible benefits for employees



The Situation

Nottingham Trent University is working with NorthgateArinso Reward Solutions to roll out a flexible benefits programme across its 2500 employees.

The Solution

Chris Cox, Head of Employee Relations and Reward at Nottingham Trent University, explains the background to the project: "We have wanted to introduce flexible benefits for some time now but felt that the culture of the organisation wasn't quite ready until recently and we had to identify which technology solutions we could put in place to enable the scheme to be set up. NorthgateArinso's MyChoice solution provided us with the ability to implement and manage a scheme that is both of value to employees and efficient to run. We are even able to offer flexible benefits to multi-contract employees, which is something that traditionally has been quite difficult to administer."

The project began in 2010 by introducing all staff to six-monthly total reward statements to give them a clear and accurate picture of the value of their existing remuneration package. This was made possible by the initial implementation of MyChoice, which is now being used as the basis of the flexible benefits scheme itself.

The scheme will initially comprise 10 flexible benefits, including private medical insurance, health screening, critical illness cover, dental insurance and gym membership. There are also options for childcare vouchers, retail vouchers and savings on various forms of UK travel.

"We have chosen a range of benefits that reflect our diverse workforce," says Chris Cox. "In an organisation which includes academics, professional support staff and senior management, we wanted to make sure there was something for everyone. The benefits available focus on employee health and wellbeing, as well as providing practical ways for people to save money on both day to day items and luxuries.

"NorthgateArinso Reward Solutions have been a big help, introducing us to benefits providers that they had worked well within the past and sharing their experience of existing schemes. We have strived to ensure our employees get maximum value from their salary with the benefits on offer."

NorthgateArinso Reward Solutions is also providing strategic support for the communications of the scheme to employees. This has included producing an employee information booklet, a range of e-shots and a benefits portal to actively encourage employees to explore all the benefits on offer to encourage positive take-up rates.

About Nottingham Trent University

Nottingham Trent University is a Higher Education University catering for 24,000 students. The University offers over 500 courses which are run over three campuses and administered by nine academic schools. In addition they have a wide range of supporting departments, ranging from Student Support Services, to the Academic Office, to their Environment Team. The University employs over 2,500 staff across all disciplines.