

ANGUS COUNCIL

PERSONNEL AND PROPERTY SERVICES COMMITTEE

18 JUNE 2002

EMPLOYEE BENEFITS PACKAGE

REPORT BY CHIEF EXECUTIVE

**ABSTRACT**

This report contains the annual review of the Employee Benefits Package.

**1 RECOMMENDATION**

The Committee note the terms of this report.

**2 BACKGROUND**

On 19 February 1998 Angus Council approved the introduction of an Employee Benefits Package (Report No 196/98 refers). The Package was launched in March 1998 with 5 distinct products/services, and has since expanded to 11 products/services.

In accordance with the decision of the Council of 19 February 1998 the Personnel Services Manager is remitted to annually review and report on the Package.

**3 REVIEW OF EMPLOYEE BENEFITS PACKAGE**

**Personal Accident Insurance**

This product is offered by AIG Europe (UK) Ltd and since its original launch in 1998, 92 employees have taken advantage of the product, although the current uptake level is 88.

Following the original launch, leaflets were distributed in 1999 and 2000, but in accordance with company policy there has been no distribution since, although the product is still on offer to employees.

**Personal Loans**

Since March this year Personal Loans have been offered by the Co-operative Bank. Their service was launched with an advertisement in the spring edition of Angus Matters and a leaflet distribution in May. Further leaflet distributions are planned for September and November after which there will be four leaflet distributions per year. No figures are available on current uptake.

Prior to March, Personal Loans were offered by the Bank of Scotland. However, the Bank of Scotland, following a review of their service, decided to withdraw from the Employee Benefits Package. Up to March 2002, 42 employees had taken advantage of their service, 5 in the last year.

**Car and Home Insurance**

This product is offered by Eagle Star. Since its original launch in 1998, 109 employees have taken out policies, 29 in the last year. There are 2 leaflet distributions each year (for 2002 – February and September) and it is proposed to continue with this level of distribution.

## **Legal Services**

This service is offered by Thorntons WS. No information is available on the actual number of employees who have used their services, but Thorntons have indicated that on average, they received 2 enquiries a month in 2001/02, the same as previous years.

## **Dental Services**

This service is offered by Denplan. Since its launch in November 1999, 6 employees have taken advantage of this product, although the current uptake level is 5.

Denplan have indicated that they have no plans to distribute leaflets advertising their product this year although it is still on offer to employees.

## **Health Care Cash Plans**

This product is offered by the Hospital Saturday Fund. Since its original launch in August 1999, 35 employees have taken advantage of the product, 22 in the last year.

During the year a representative from HSF has had a series of meetings with employees from the Contract Services, Housing and Property Services Departments at various work locations.

## **Independent Financial Advisory Service**

This service is offered by 3 companies: Aitchison and Colegrave Group, Ferguson Oliver and Frizzell Life and Financial Planning. Since its original launch in April 1999, 34 enquiries have been received and 16 employees have benefited from the services, 8 in the last year.

Responding to survey results of employees who attended the Council's Preparation for Retirement Courses, which suggested that financial planning for retirement should start well in advance of retirement, Personnel Services arranged a number of pilot Mid-Life Financial Planning Seminars for employees in the 40-55 age range to help them achieve full financial benefits at retirement. The level of interest in these half-day seminars which were held in June, September and November 2001, was such that demand for the number of places available far outstripped supply. Feedback from those who attended the seminars was so positive that a further 12 half-day seminars have been organised for this year.

## **WellWoman**

This product is offered by AIG Europe (UK) Ltd. WellWoman is an insurance plan available to employees or their spouse/partner that would give up to £25,000 worth of tax-free financial support from initial diagnosis of a major cancer to affect women eg breast, ovarian, cervical and uterus, and during recovery. Since its original launch in August 1999, 53 employees have taken advantage of this product, 5 in the last year.

AIG Europe (UK) Ltd, have no plans for a distribution of leaflets this year although the product is still on offer to employees.

## **Holiday Savings**

This product, ie discounts on holidays and travel, is offered by DP&L Travel Ltd and since its launch in February 2000, 132 bookings have been made, 41 in the last year.

This product continues to prove very popular with employees. It was re-launched again this year with a leaflet distribution in May.

## **Will Writing Service**

This service is offered by "Wills Made Easy". It was launched by a leaflet distribution in May 2001 and 9 employees had taken advantage of this service as at March 2002. It will be re-launched again this year with a leaflet distribution in September.

## **Credit Union**

Tayside Credit Union is a savings and loans co-operative, owned and controlled by the members, whose aim is to provide Local Government employees in the Tayside area with a convenient savings facility and access to loans at a very competitive rate of interest.

Since local government re-organisation, Personnel Services have assisted Tayside Credit Union with leaflet distributions to employees on a number of occasions but since September 2001 it has been formally included in the Employee Benefits Package a move which has seen its membership increase to 132 employees, a net gain of 27. It is proposed to do a leaflet distribution each May.

### **4 FINANCIAL IMPLICATIONS**

The Employee Benefits Package results in no cost to the Council. The cost of leaflets is met by the participating companies.

### **5 HUMAN RIGHTS IMPLICATIONS**

There are no human rights implications associated with the terms of this report.

### **6 CONSULTATION**

The Director of Finance and Director of Law and Administration have been consulted on the terms of this report.

### **7 CONCLUSION**

The take up by employees across the range of products/services in the Employee Benefits Package has been mixed in the last year. But the overall trend is one of growth especially in the areas of Car and Home Insurance, Health Care Cash Plans, Independent Financial Advice and Holiday Savings.

**A B Watson**  
**Chief Executive**

HR/PersMan

**Note** No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.