

Transform Your Business

Employee Engagement

MOTIVATE
INSPIRE
TRANSFORM

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Introduction

We are committed to the power of employee engagement.

Ensuring your employees have purpose, energy and enthusiasm is the key to productivity and retention, which is why we have created an innovative, all-encompassing employee engagement solution.

A business that safeguards their workforce by equipping them with the required skills and capabilities, while also ensuring they maintain their commitment to the workplace, stands to benefit.

Our unique and easily accessible portal is specifically tailored to your employees' needs and covers all employment related areas, such as payroll, pensions, a confidential helpline, a personal UK-registered doctor, additional VIP benefits and much more.

It has been shown that 30% of employees believe that added benefits will increase their loyalty to their employer. In fact, one third of the UK workforce have actually turned down a job due to a lack of additional benefits.

The all-inclusive **100%** Employee Engagement solution instantly provides the employer with a suite of beautifully delivered features to transform the entire employee experience, while providing the employee with simple and convenient access to an enhanced employment relationship.



Our mission is to help your company generate a motivated, dedicated workforce to drive results.

For Employers:

Transform Your Business

Take the “hassle” out of reviewing and integrating separate services from unrelated providers and let us transform your business.

Low employee engagement can be exceptionally detrimental to businesses, with the costs associated to staff turnover running to thousands of pounds for every leaver.

It has been reported that over 31% of employees return from their workplace feeling exhausted and depressed. Every year, 15 million working days are lost in the UK due to stress, depression and anxiety. Ensuring that your employees feel supported and valued is instrumental in reducing these issues and the associated costs.

The benefits, support and unique services offered by the I portal infuse employees with purpose and dedication, resulting in a compelling reason for them to remain part of your organisation, leading to outstanding employee engagement and significant business performance improvements.

Genuinely engaged employees can provide you with that competitive edge, via:

- ▶ Improved margins
- ▶ Faster service delivery
- ▶ Delighted customers
- ▶ A platform for growth and success



We are committed to providing you with the tools and the strategy to establish a loyal workforce to transform your business.

Providing our clients with immediate access to our entire suite of services from day one, in a coordinated and fully supported manner, genuinely simplifies and streamlines the provision of an effective engagement strategy.

Avoid the hassle of reviewing and integrating separate services from unrelated providers by letting us transform your business right away with our complete range of employee engagement solutions.



For Employers:

Unburden Your Business

Our objective is to make payroll and pensions as easy as possible for your business and to be flexible to your needs.

Payroll Administration & Consultancy


Any finance team will be aware that processing payroll can be a very time-consuming and high-pressure task. Getting payroll processed accurately within a very tight timescale is an ongoing challenge for all organisations. Coping with holidays and other absences within the payroll team can present a serious challenge to many businesses.

In fact, it has been estimated that, outwith the pure function of payroll processing, businesses spend an average of 80 hours per annum dealing with payroll-related issues, equating to two full weeks of work. This takes time and resources away from other operational functions that may be key focuses for you as a business. Our payroll consultancy services can take this strain away, allowing you to dedicate valuable time to your operations, while our experts ensure your payroll is taken care of in a professional manner.

In addition to paying your employees, payroll data is also vital for business insights and resource management to ensure your business runs as efficiently as possible.



There
is more
to getting
payroll right
than initially
meets the eye.

A photograph of a laptop on a wooden desk. The laptop screen shows a calendar application with months from February to December visible. The desk is made of light-colored wood, and the background is slightly blurred, showing a white wall with a dark geometric pattern.

Whether you require us to provide immediate advice in response to day-to-day situations or more ongoing support for in-depth organisational issues, our comprehensive payroll services cover all aspects of your business needs. We cover everything from processing, calculating taxes and National Insurance contributions, to submitting RTI to HMRC and guaranteeing your employees are paid accurately. In addition to all of this, our consultants are dedicated to ensuring all information is audited and maintains compliance. The service is exceptionally straightforward for your business to onboard and utilise, requiring only a single monthly payment to cover employment costs.

Our personalised service ensures you have one dedicated point of contact to support you with all your payroll needs while also ensuring alignment with your operation, visibility of your workforce and flexibility in reporting for more insightful analysis. Arrange to meet with one of our specialist consultants and learn how you can drive real-time efficiencies in payroll processing and alleviate the regular stresses associated with this unavoidable responsibility.

Our comprehensive services cover all aspects of payroll, from processing, calculating taxes and National Insurance contributions to submitting RTI to HMRC and ensuring your employees are being paid accurately and on time. In addition to all of this, we are dedicated to ensuring all information is audited and maintains compliance.

For Employers:

Unburden Your Business

Here at Mercia Solutions Ltd, we are committed to making compliance easy for you, improving your business processes, and eradicating any potential compliance penalties your business may face.

Pensions

As part of our suite of employment services, we have created a simple auto-enrolment solution, eliminating your direct administrative duties while ensuring full compliance.

At the same time, we recognise that the value in pension contributions is seldom appreciated by your employees and we have therefore developed a solution to enhance employee awareness and provide you, the employer, with the tangible benefits of a workforce who understand your contribution to their financial security.

Day-to-day worries in this area can distract employees from their activities, impacting negatively on performance and adversely affecting the results of the business.

To put this in perspective, employees with financial worries are proven to be around eight times less likely to complete tasks and around six times more likely to have troubled relationships with colleagues.



Financial security is a key concern for most employees.

To help alleviate these worries, we offer a tailor-made workplace pension plan, the individual value of which is visible to your employees, in real-time, via their personal portal.

Our solution is totally compliant, leveraging the expertise of the multi award-winning TAM Asset Management and Carey Pensions who administer the master trust. A mixture of the regulatory regime and providers we have chosen make our solution compliant and safe.

Employers spend significant amounts of money on pension contributions for their staff who usually know little or nothing about this. We have actually transformed the whole pension experience so that it now adds value – the employee gets real-time access and appreciates what their employer has put in place for them.

Did you know that over half of employees are behind on retirement saving goals, while 65% worry about their financial security in retirement?

Our tailor-made pension scheme allows your employees to take control of their future by giving them the flexibility to invest in one or more of three funds; Ethical, Focus and Sharia. Our platform allows 24/7 access for employees to monitor their investment in real-time while collating all assets into one single view on the dedicated valuation platform.



We are fully committed to providing you with the best solution to ensure your reputation as an employer is impeccable.

Employment Law

The inherent possibility of serious employment related legal matters is a constant concern for most employers. Our legal specialists have over **40 years of experience** in this area and can advise and assist you with performance reviews, disciplinary matters and dismissals, stepping in whenever you need them.

Our legal expertise is available and can provide you with comprehensive information on a variety of issues such as: employee and workers' rights and duties; the employer's authority and obligations; processes and policies; and up-to-date changes in employment legislation. Our employment law experts are an invaluable addition to your team and will work closely with you to get to know your employee requirements and history, resolving issues before they escalate.



we
provide
you with
expert legal
advice on all areas
of employment
law to help protect
and safeguard your
business from the significant
financial penalties associated
with getting it wrong.

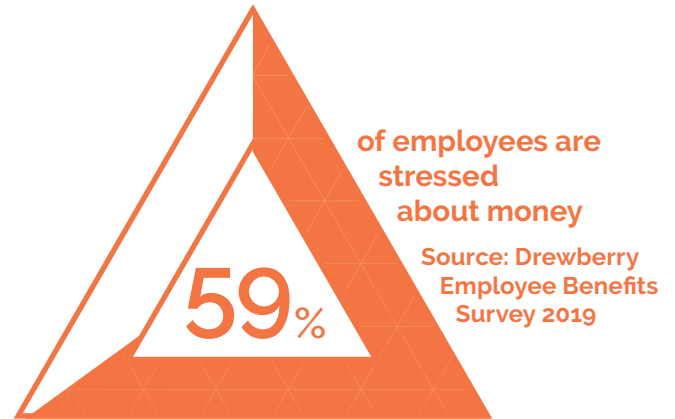
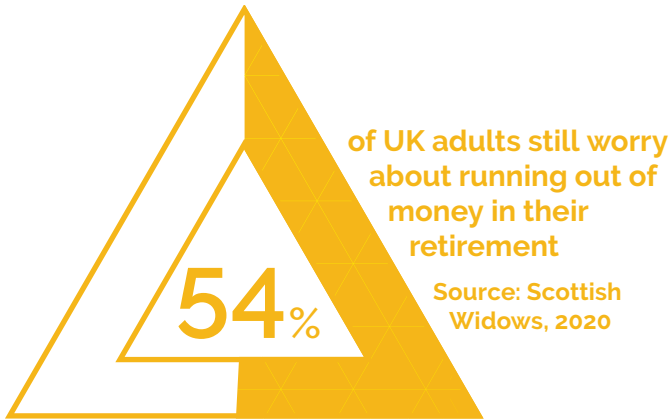
On top of this, your HR team will benefit greatly from the provision of immediate legal advice from our HR legal experts, saving the time it would have taken them to monitor employment legislation and attend training courses in order to remain up to date in this field.

Available to assist your HR team on the phone when you need them, the employment law experts provided by can insulate your business from employee grievances and help to avoid potential difficulties. **We are there to support your management team.**

If there is ever an employee emergency in the workplace, our consultants can provide you with immediate guidance, and if required, can even be on-site within two hours to assist in containing and managing the outcome of difficult situations. In addition, should you need it, our expert consultants will already be in place to provide their **support in a tribunal**, saving you the time and expense of sourcing external representation; we are there to help right away and we stay by your side throughout the process.

Let us
protect your
business assets
and eliminate
unnecessary distractions
so you can stay focused on
your workplace goals.

Did you know?



The Employee Engagement portal : provides visibility on the entire value exchange between the employer and the employee. This visibility truly provides clarity in real-time to all employees and facilitates genuine recognition of everything that their employer does on their behalf. This powerful visual tool really does demonstrate to employees that their employer has their financial security on the agenda.

The real-time pension tracker facility aggregates the value of the employer provided workplace pension, providing a constant reminder to employees that their financial future is being taken care of. This unique feature surfaces an often forgotten future benefit and presents a clear and easily understood illustration of each individual employees pension position, together with an entire history of their (and your) contributions.

The portal also provides e-privacy compliant secure access to payslips and payroll communications.

The financial clarity provided by the portal gives your employees the whole picture and genuine peace of mind.



A healthier, happier workplace is assured when you provide your employees with the health and wellbeing solution.

We seek to ensure your company achieves higher employee retention, reduced absenteeism, and an overall happier workplace that employees look forward to attending, and want to return to, every day.

Having access to immediate medical advice, for themselves and their immediate family, helps your employees recover more quickly from illness and limits enforced absence to the minimum level possible.

With our GP and prescriptions service through the portal you can provide your employees with 24/7 access to UK-based registered GPs, whenever they require, regardless of their location.

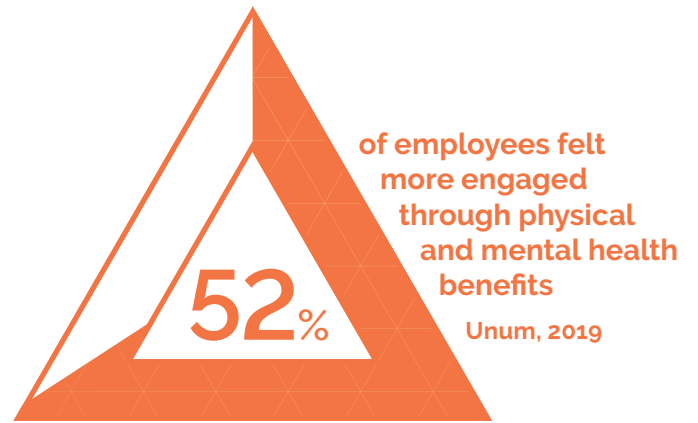
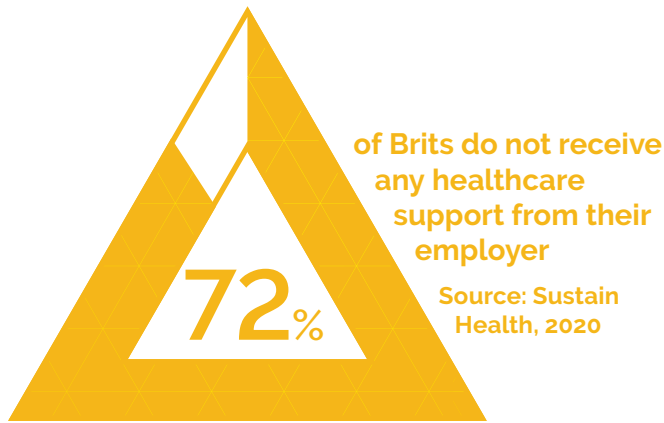
Through this same facility, staff can request referrals to specialists, get information on the different surgical options they have, the cost of private hospitals, and even the length of NHS waiting lists.

When your employees take sick days or are stressed, your business is severely impacted. Unplanned labour shortages reduce the efficiency and productivity of the entire workforce.

Providing your employees with healthcare benefits shows them that you truly care about their health and well-being. Supporting your employees and their families with immediate access to their own personal doctor reduces absenteeism rates drastically allowing your business to benefit from a sustainable increase in workforce productivity.



But why is this feature beneficial to your business?



Statistics show that 59% of employees will stay loyal to their employer for health and well-being benefits. Not only will your employees look forward to coming to work every day, but they are more likely to remain committed to you if you show that you truly care about their health and well-being.

Ensure that you have a dedicated, motivated, loyal and engaged workforce.

Our unique portal also provides access to:

- Health Assessments
- Health Encyclopedia
- Fitness and Nutrition Advice
- Carer Support
- Counselling and Support

VIP benefits and discounts enhance your employee engagement and allow you to attract and retain talented people.

We take pride in shaping the future of employment through enhancing employee engagement. We can ensure that your employees become focused, motivated, and eager to excel, with the ability to develop and realise their full potential. Recent statistics have shown that there is a 50% higher level of performance from engaged employees.

We add value to the lives of both employers and employees through complimentary health and lifestyle benefits that improve staff morale and motivate employees to be more productive in the workplace.

It is estimated that over 1/3rd of the workforce has, at some point, turned down a job offer due to a lack of associated benefits. Within the last 12 months alone it has been reported that 16% of the workforce opted to decline such offers. Introducing VIP benefits and discounts promotes a healthy work-life balance, and encourages employees to stay fit and healthy, showing that you truly care about their health and well-being.



For Employees:

VIP Benefits & Discounts

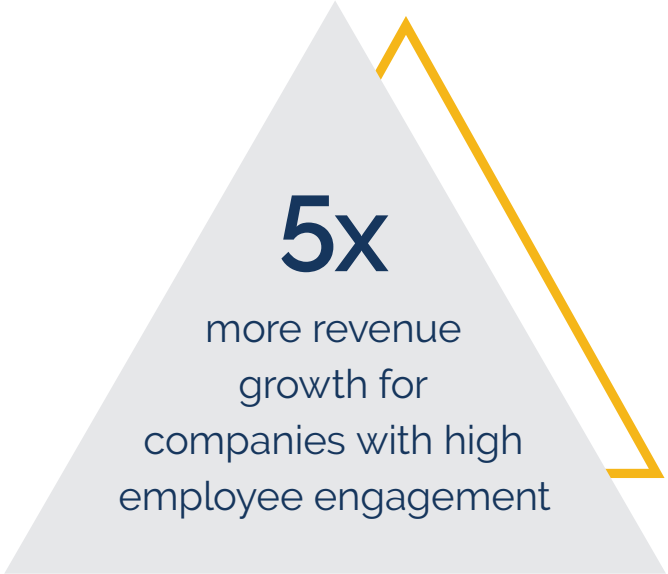
Giving your employees the ability to treat themselves and their families outside of work increases their engagement in the workplace. Our range of VIP benefits and discounts allow your employees to do more for less money, from dining out and cinema excursions to shopping and experience days.

We believe that all employees should have access to these upgraded lifestyle benefits, which are the key to employee engagement. It has been shown that companies with high employee engagement achieve **5 times** more revenue growth. This clearly demonstrates that an enhanced benefits package is beneficial to both employees and organisations as a whole.



With this package, we really do give you the tools to enhance your employees' whole lifestyle experience.

Employee retention is crucial for business growth. It's a waste to invest months in training only to have employees leave, resulting in a cycle of hiring and training again. This costs you time and money which could be saved if employee retention rates were kept at high levels. MIT's VIP benefits and discounts enhance your employee engagement and allow you to attract and retain talented people.



5x
more revenue growth for companies with high employee engagement

The Employee Engagement solution pulls together a range of services and benefits, for both the employer and the employee. This dual focus, multi-benefit solution really does make visible the shared interests of the employer and employee, incentivising and focusing the attention of both onto their shared objectives.

The unique portal provides employees with a tangible and visible representation of a significant part of their relationship with their employer. The employer is, in turn, able to build and communicate the value of this relationship, in a manner that is totally understandable to all employees.

We really do deliver a total engagement package into the hands of your employees.



Employee Engagement is vital to ensuring your business is best-in-class.

Employee engagement is about the consideration and care for employees regarding their financial, emotional, and physical well-being. Transform the lives of your employees, by providing them with bespoke offerings including rewarding workplace pensions and VIP Benefits, allowing them to genuinely appreciate their relationship with their employer and to gain insight and understanding of their personal financial future. Take back valuable time that your business has traditionally spent on administrative tasks to ensure you are dedicating all available resources to the functions that matter most to you.

Let's get talking...

Get in touch today to discuss how we can help transform your business with our enhanced employee engagement solutions.

Call us on: **0330 390 2001**

Email us at: pv@merciasolutions.co.uk

Visit us at: www.merciasolutions.co.uk

Harness the power of engagement to drive business profitability and growth.



**Realise the potential of your
business through employee
engagement**



We pull together a range of high quality services that are valuable in their own right into a unique employee engagement portal that supercharges usage.



The Power of Engagement

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