#### **Presentation on Employee benefits**

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## What is Employee Benefits

These are indirect benefits and non-cash compensation paid to an employee.



### The purpose for those benefits

Is to increase financial security of all staff members within company and in doing so, improve worker retention across the organization.

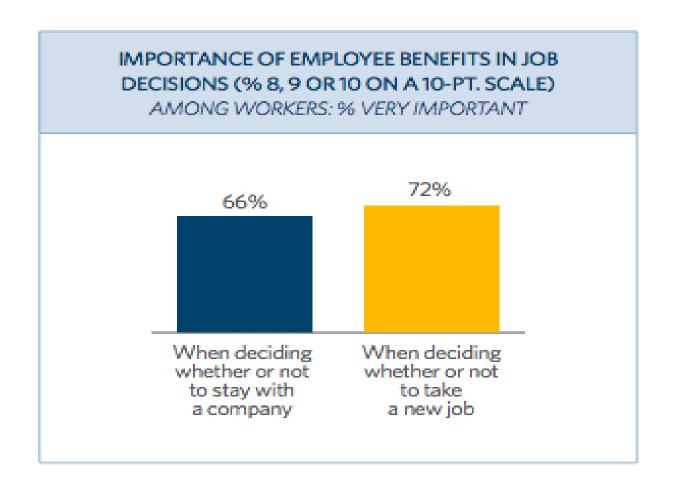


#### The outcome is

- by offering this kind of benefits it allows a business to recruit and retain top talent.
- by providing the right benefits, you help keep all employees happy, boost employee morale, raise employee satisfaction and loyalty.



## An employee making a decision





## Types of benefit

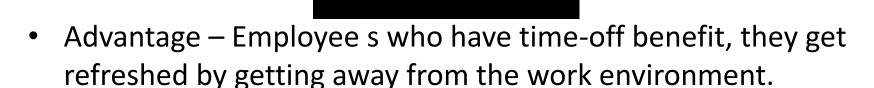
- Time off (Vacation, sick leaves, holidays)
- Medical payments
- Retirement
- Life insurance (Group life insurance)



#### time- off

to give employee time to balance work and family

responsibility.



 Disadvantage – when an employee is not in the office, someone may need to cover their responsibilities and this is a challenge for a small organisation.



## Medical payment

 This is where an organisation subsidies medical aid contributions for its employees.
 E.g Daberistic pays 50% toward employees medical aid contribution or JSI pay 100%.



#### Retirement

- Is a compensation package for your employees at retirement age.
- For a company that provide this kind of benefit receive some tax advantage because the government encourage employers to provide retirement benefits for their employees.



## Group life insurance

 It is a risk benefit for an entire company with additional benefit like funeral cover, life insurance, income protection, severe illness based a member's salary.



## Thank you

