Flexible benefits are an efficient compensation strategy. The traditional remuneration package based on cash pay is enhanced with benefits in kind. The employee defines the preferred benefit mix on a personal needs basis. We assist companies with implementing flexible benefits strategies that improve employee engagement, satisfaction and corporate success.

Advantages of a Flexible Benefits Plan

- HR cost efficiency for both the company and workforce
- Added value and choice for the workforce: increase employees satisfaction
- More efficient remuneration packages based on exact employee needs
- Improve employees’ knowledge and their engagement with the remuneration system through an efficient communication plan
- Wide range of benefits in kind available to the employees
- Strengthen corporate brand on the market
- Support work-life balance

Ernst & young’s integrated range of remuneration services focuses on your organization’s strategic objectives while recognizing regulatory and governance requirements.

Our global and multidisciplinary team are innovative, knowledgeable and have extensive experience advising companies at both board and management level on remuneration-related issues.

“"We are seeing a real positive impact of flexible benefits programs on the business performance of our clients”

Claudia Giambanco - Med HC Leader
Innovative and integrated approach, deep technical experience, global network

We provide our clients with the right mix of professionals. Our tax and social security experts assist your company to maximize the beneficial treatments provided by the Italian tax legislation. All proposed solutions will be compliant with the current law and the guidelines provided by the Italian Authorities. Our Legal experts provide your company with labor law solutions to make your reward package more flexible as well as aligned to trade unions legislation. Our HR experts provide your company with design, process definition and implementation of the plan.

Implementation of a successful Flexible Benefits Plan

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**Flexible Benefits contact information**

We have experience in handling a range of employee benefit issues that arise within the international business landscape.

Our team is a dedicated global network of professionals in 144 countries whose focus is advising clients on benefits plans.

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*That's how Ernst & Young makes a difference*

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Ernst & Young is a global leader in assurance, tax, transaction and advisory services. Worldwide, our 167,000 people are united by our shared values and an unwavering commitment to quality. We make a difference by helping our people, our clients and our wider communities achieve their potential.

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Key questions:

- Is your remuneration strategy aligned with your business strategy?
- Have you considered the advantages of including benefits in kind into the remuneration package?
- Is your remuneration package efficient in terms of HR cost reduction?
- Is your remuneration strategy taking account of your employee needs?
- Are your company’s key talents satisfied with their current remuneration package?