# Reward & Recognition Our Story





#### Introductions

#### Chris Last - Commercial and Strategy Director



- I live in Cardiff with my wife, two girls and our Dachshund, Theo
- I'm an Arsenal fan, a big rugby fan and love skiing
- I spend most of my spare time chasing after my two girls aged 6 and 2 years old





## Vivup

- Leading employee benefits provider
- Our wellbeing solution has enabled our rapid growth, employee retention and talent acquisition
- Significant growth: 17 to 110 employees in three years
- Core values: Focused, Supportive, Innovative, Fast Paced and Passionate
- We practice what we preach, and it works!
- UK Employer of the Year 2022

#### Currently partnering with over



Supporting more than



public and private sector organisations

**1.5 million** 

employees

UK Employer of the Year 2022





#### **Two Truths – One Lie**

- 1. I have two different eye colours
- 2. I met the Pope
- 3. Love horse riding

Which one is the Lie? Leave your answer in the chat.....

#### How we recognise and reward

- Vivup highfive app
- Spring, Summer and Winter Socials
- Annual Awards
- Comprehensive Employee Benefits
- Flexible Working
- Salary Benchmarking
- Rewards and Progression Framework

Corpert       Corpert	BBQ september 2022 op Terrace, pool 1 6 00	Ve st he fu f glo	
REWARD & RECOGNISE WITH HIGHFIVE	Vivup Employee Bo Bonus • Performance related bonus, paid quarterly Famiy • Adternity pay at 2 weeks full pay • Maternity pay at 2 weeks full pay • Options including compressed hours, fited hours, etc • Composed to the state of the state of the state • Composed to the state of	<ul> <li>Affordable Payroll Pay benefits: Cycle to Work, Home and Electronics. Gym Membership, Travel and Leibure, Bike Shop, Caris, Loans, On-Demand Pay and more</li> <li>Biscounts, savings on travel, shopping, fashion, beauty, eating out, entertailment and more</li> <li>Annual Leave Purchase Scheme – purchase up to an additional g days leave per year at the plain time (pro-rata for part-time staff) g year's service – 1 extra days i g year's service – 2 extra days</li> <li>An additional day off for your birthday.</li> <li>Mental Health and Emotional Support</li> <li>Employee Assistance Programme including telephone and face to face counselling</li> <li>Cognitive Behavioural Therapy workbookis</li> </ul>	
SEND HIGHFIVE SEND REWARD	Financial Group Life Insurance at ax salary Group Income Protection Own occupation. Benefit paid for a maximum of 24 monthly payments at 50% of salary with a 13 week deferred period	and information • MyMindPal mental resilience app • Guided meditation sessions weekly during the working day • Free membership to Dojiva Studio - Live and recorded meditation and relaxation sessions • Mental Health First Aider • Resilience training • Stress workshops and wellbeing assessments Vivup Employee Benefits	



#### How we developed our approach

- Covid-19 dramatically altered our business
- Now fully remote company
- Reassessed how we recognised and rewarded our people
- Vivup highfive app was key as was listening to employee feedback
- We needed to increase employee engagement due to being remote
- Vivup highfive gave us access to instant peer to peer recognition simple 'thank you' moments
- Reassessed our wider reward offering to provide an attractive, all encompassing benefits solution





### The impact on our people - highlights



INVESTORS® IN PE©PLE





- During our Investors in People accreditation, it was noted that employees loved the recognition awarded to them they felt valued and rewarded
- 5915 highfives to each other this year



• Our business continues to meet and exceed our targets and our employee numbers have grown from 60 in 2021 to 110 2022





## Our top tips

- Detail is vital
- Keep it simple win hearts and minds right across the business
- Celebrate the small wins, the little victories
- **Review** DO NOT BE AFRAID TO CHANGE OR ADAPT THE STRATEGY
- Communications
- Data is so important
- Buy in from all levels





#### Two truths – one lie





**Questions and answers** 

#### Thank you for your time today!

## Merry Christmas from the Vivup Team Vivupbenefits.co.uk chris.last@vivup.co.uk



