

Press release  
3 April 2018

## **Group Risk is the bedrock of new employee benefits package for fast growing, Belfast, FS firm**

- **A competitive market led the company to re-invigorate its benefits to attract and retain the best staff**

FinTrU, a Belfast-based company that offers outsourced legal, compliance and regulatory services for the financial services sector has completely upgraded its benefits package in order to attract and retain the best staff in an increasingly competitive market.

**Sinead Carville, Executive Director, Human Resources, FinTrU explained:** "Looking after the health and wellbeing of our staff is absolutely core to us. Having a comprehensive reward package that demonstrates how we look after our staff is a real differentiator, and as a relatively new name and a fast-growing company, this helps us compete with more established employers. We took in to account our demographic and now offer a package tailored to their specific needs and wants - a significant proportion of which is being delivered via group risk protection. We've had great feedback from existing staff and prospective employees alike."

With holistic health and wellbeing at the core of FinTrU's strategy, the company worked with specialist adviser [Incorporate Benefits LLP](#), to select a number of benefits that covered the entire spectrum of health and wellbeing. Group risk products will play a core role in supporting people with early intervention, and supporting those unable to work and helping get them back to work more quickly, working alongside the healthcare benefits.

The full suite of benefits comprises:

- group life insurance
- group income protection
- group sick pay insurance
- private medical insurance (PMI)
- a cash plan

This greatly improved upon the previous package which included financial support for CPD and childcare vouchers.

**John Kerr, managing director of Incorporate Benefits, commented:** "As a company working with some of the world's largest Investment Banks, FinTrU is accustomed to turning conventional thinking on its head and it became clear that they wanted to take this approach with their employee benefits too. Not only is it important to attract and retain the best talent in order to innovate, but the company wanted to ensure their reward package genuinely supported the health and wellbeing of its employees."

"When a company is completely overhauling its benefits package, it's vital to ensure the benefits are streamlined and where possible to avoid duplication. In this case several of the group risk products provided an EAP and so we took the decision to direct all staff to one selected provider for the equity of staff and to ensure successful reporting and management of the scheme for HR."

## Launch to staff

At the launch of the new benefits package, the company conducted presentations to help engagement and communicate the various benefits of each scheme and how and when to use them.

FinTrU also ran a month of incentivised health and wellbeing challenges to get all staff on board with the new benefits and increase engagement. As part of the 'Fabulous Challenge+', staff were encouraged to 'Take 5' and be active but with a competitive twist! Prizes were awarded at the end of the month to those who actively participated in the initiative. The month saw teams come together to concoct increasingly creative challenges whilst others took to the gym, the park, the yoga mat and even the ice rink! Everyone was encouraged to share photographs on an internal social networking site to showcase their endeavours. The majority - 212 out of 234 - of staff took part.

## Some benefit highlights:

- Sick Pay Scheme - provides replacement income to employees on a short-term basis (up to a year - thereafter they're covered by the long-term income protection policy), this also comes with an EAP
- Long-term income protection cover also includes Best Doctors, Treatment Sourcing and Business Care (advice for HR)
- The cash plan includes dental, optical cash back for all employees plus access to private consultation, diagnostics and therapy, also a private GP line.
- PMI - includes comprehensive cover for inpatient, outpatient and cancer cover.

**Katharine Moxham, spokesperson for GRiD said:** 'It's great to see advisers and employers using group risk protection as the bedrock for a comprehensive employee benefits package. Group risk products are relatively inexpensive and the benefits are so far reaching, particularly when the added extras such as access to Employee Assistance Programmes are considered, and they shouldn't be overlooked in favour of more immediate staff rewards. If communicated regularly and well-utilised, the inherent value in group risk products is vast, not just for employees, but for line managers and the business too.'

- Ends -

## For further information please contact:

Sharon Mason  
SMUK Marketing and PR  
[smason@smuk.org.uk](mailto:smason@smuk.org.uk)  
Mob: 07747 611773  
Land: 01252 843350

Katharine Moxham  
Spokesperson for GRiD  
[Katharine.moxham@grouprisk.org.uk](mailto:Katharine.moxham@grouprisk.org.uk)  
Mob: 07887 512508

## Notes for editors

### About GRiD

Group Risk Development (GRiD) is the industry body for the group risk protection sector, promoting the value to UK businesses of providing financial protection for their staff, enhancing their wellbeing and improving employee engagement. Our membership includes insurers, reinsurers and intermediaries who have a collective wealth of experience built over years of operating in the group risk protection market. Under the chairmanship of Steve Bridger (MD Group Protection, Corporate,

Aviva UK Life), GRiD aims to promote group risk through a collective voice to Government, policymakers, stakeholders and employers.

GRiD works with government departments and regulators involved in legislation and regulation affecting group risk benefits, and with other organisations involved in the benefits and financial protection arenas. GRiD also seeks to enhance the industry's standing by encouraging best practice and by participating in industry-wide initiatives such as the professional qualification in group risk managed jointly with the Chartered Insurance Institute.

GRiD's media activity aims to generate a wider awareness and understanding of group risk products and their benefits for employers and employees.

GRiD's dedicated spokesperson, Katharine Moxham, provides expert media comment on a full range of group risk issues.

[www.grouprisk.org.uk](http://www.grouprisk.org.uk)

Follow Katharine Moxham on Twitter @KMoxham