



Gallagher

Insurance | Risk Management | Consulting

Why should a business offer employee benefits?



It takes a tremendous amount of time and energy to attract the right employees. Once you have found the perfect candidate, you want them to stay and be a long-term part of your team. These tenured employees add significant value to your organization, which can help you grow your business.

All businesses will benefit greatly from offering a competitive benefits plan in four key ways:

1

Protect your employees.

2

Boost employee engagement, retention and job satisfaction.

3

Attract and retain top talent.

4

Remain competitive in the industry.

Advantages of group insurance

- Spread the risk (lower rates with better coverage)
- Nonmedical coverage, no exclusions
- Payroll deductions with tax efficiencies
- Convenience

Coverages available

Benefit plans can be quite flexible, and there are many different options available to suit your needs and your budget.

Choosing to offer an employee benefit plan is a big decision. You need to consider why you want to implement a health plan—to attract and attain new employees, or to keep your existing employees happy and healthy?

There are many reasons why offering a benefit plan is a good option.

Your first group benefits plan doesn't need to include everything. You can start with a small plan and add additional coverages as required. It's easy to add additional coverage later rather than take it away if the plan becomes unaffordable.

“ All other things being equal, companies that provide family-friendly benefits are more likely to have higher employee retention rates, lower turnover and a stronger pool of talent that enables them to promote from within. ”

—Gaye van den Hombergh
President of Winning
Workplaces



The Gallagher Way.
Since 1927.

Consulting and insurance brokerage services to be provided by Gallagher Benefit Services, Inc. and/or its affiliate Gallagher Benefit Services (Canada) Group Inc. Gallagher Benefit Services, Inc. is a licensed insurance agency that does business in California as "Gallagher Benefit Services of California Insurance Services" and in Massachusetts as "Gallagher Benefit Insurance Services." Neither Arthur J. Gallagher & Co., nor its affiliates provide accounting, legal or tax advice.

Mandatory benefits

Some benefits are mandatory. That means that all permanent full-time employees must enroll.

Life Insurance

Accidental Death

Dependent Life Insurance

There are also benefits that are optional.

However, if you add them to the plan then all employees must enroll.

Long-Term Disability Coverage

Critical Illness

Extended healthcare (EHC)

This is the coverage that most employees are interested in. EHC is designed to supplement provincial healthcare.

- Medications
- Hospital coverage
- Paramedical coverage (massage therapy, physiotherapy, chiropractor, psychologist, naturopath and more)
- Hearing aids, diabetic supplies, orthotics and more
- Eye exams and coverage for contacts, lenses and frames
- Travel insurance
- Catastrophic health insurance—covers high-cost drugs

Dental coverage

- Cleanings, fluoride, scaling, root canals and more
- X-rays
- Major (crowns)
- Orthodontics (depending on the number of employees in your organization)

Health and wellness

- Employee assistance program
- Telemedicine (allows healthcare professionals to evaluate, diagnose and treat patients remotely using telephone or videoconference)

Gallagher benefits consultant

A benefits consultant is a licensed expert. At Gallagher, we help employers build better workplaces. The Gallagher Better WorksSM model centers on strategically investing in financial wellbeing and career growth with the right cost structures to support a multigenerational workplace. We take the time to get to know you, your culture and your needs. We will help you design and implement a health plan that works better!