

# Subscribe now to Namibia's Employee Benefits Survey!

**pwc**



## What is it?

This comprehensive piece of research provides organisations with the ability to benchmark the competitiveness of benefits such as leave, housing, travel allowances and retirement funding and communicate the market practices effectively to employees.



## Why should we join?

The Total Package concept is firmly entrenched in organisations and has been for a number of years. It has however had the unintended consequence of reducing the perceived value and importance of benefits.

In Namibia a managers' TGP comprises around 40% benefits, these typically include: retirement, medical, housing, vehicle, and in some instances, a guaranteed end-of-year bonus. Since the employee is largely focused on the TGP, they do not always consider the value of these benefits and the real cost that the company incurs to provide them.



## How do we participate?

To establish how competitive your benefit offering is participate in this Namibian Employee Benefits research published by PwC.

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## When will this happen?

Confirm participation by **January 2018**

Complete online questionnaire by **April 2018**

Report publication **June 2018**



## What will it cost?

Active Remchannel Online Salary Survey participant  
**N\$ 14,500 (excl VAT)**

Non- Remchannel Online Salary Survey participant  
**N\$ 20,500 (excl VAT)**

# Detailed Index of Employee Benefit Report

<b>Leave</b>	<ul style="list-style-type: none"><li>• Annual, Compassionate, Maternity, Sick, Study, Sabbatical, Relocation, Sport, Organisational Rights, Incentive, etc.</li></ul>
<b>Retirement &amp; life insurance</b>	<ul style="list-style-type: none"><li>• Retirement, Provident, Disability, Group life, Group accident, Dreaded disease, Funeral cover &amp; Short-term insurance</li></ul>
<b>Medical aid</b>	<ul style="list-style-type: none"><li>• Membership, Plan options, Company contribution, Post retirement cover &amp; Annual check-ups</li></ul>
<b>Travel</b>	<ul style="list-style-type: none"><li>• Car allowance, Use of company car, Eligibility, Quantum of benefit, Running &amp; additional costs, Reimbursement &amp; Subsidised transport.</li></ul>
<b>Subsistence &amp; overseas travel</b>	<ul style="list-style-type: none"><li>• Qualifying levels, daily rates, typical expenses covered, both local and overseas travel</li></ul>
<b>Housing &amp; relocation</b>	<ul style="list-style-type: none"><li>• Entitlement, Basis of calculation, Allowance, Loans, Subsidy, Collateral, Free or cheap housing, Relocation</li></ul>
<b>Circumstantial benefits</b>	<ul style="list-style-type: none"><li>• Shift, Standby, Callout, Acting, Overtime, Other cash (tool, uniform, underground allowances)</li></ul>
<b>Non cash benefits</b>	<ul style="list-style-type: none"><li>• Educational assistance, Professional body membership, Media subscriptions, Club subscriptions, Cellular phone &amp; contract, Free or cheap services, Company credit cards for entertainment, Canteen/ meal benefit, Home security, Gymnasium, Crèche/childcare, Parking, non-monetary recognition awards, Counselling, Organisational Initiatives</li></ul>
<b>Cash benefits</b>	<ul style="list-style-type: none"><li>• Home office, Annual bonus, Staff loans, Market premiums, Deferred compensation</li></ul>
<b>General</b>	<ul style="list-style-type: none"><li>• Hours of work, Training &amp; development</li></ul>
<b>Employer value proposition – Work Life</b>	<ul style="list-style-type: none"><li>• Flexible working arrangement, Working from home, Time-off, Employee Assist Program, On-site facilities, Other initiatives</li></ul>
<b>Assignments/ Secondments</b>	<ul style="list-style-type: none"><li>• Employees on assignment within Namibia</li></ul>
<b>Equal pay Equal work</b>	<ul style="list-style-type: none"><li>• Policy and practise details</li></ul>