

Solutions for a
changing world

Employment Partnership

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How to generate a deeper employee engagement and a 1% cash back on your payroll costs.

Managing your workforce from recruiting and retaining staff, with increased wages to managing your business overheads in mitigating inflation busting rises across your supply chain is a top priority for most businesses.

The Employment Partnership solution from Centaur helps you do both.

- Guarantees to pay 1% cash back on the gross wage roll every month to offset inflationary pressures from suppliers and pay the staff more.
- Easy to implement, fully accepted and compliant with all HMRC requirements.
- Provides wide reaching benefits to the employees, driving retention, loyalty and engagement.



Employee Engagement

Research shows that an employee benefits package ranks highly on a list of priorities potential employees will expect, as well as a workplace that genuinely cares about their staff.

The following benefits are available.

- Retail Discounts - with access to major retailers and leisure operators giving discounts on everyday spends, generating average employee saving of £1,300 per annum.
- Reward and Recognition module with appreciation, continuous recognition and celebrate staff achievements.
- Well-being module - whether physical, mental or financial, help employees achieve their wellness goals. Encourage

and support employees for a healthier, more engaged team.

- Salary Sacrifice and Flexible Benefits show appreciation to your staff by offering valuable benefits, boost your EVP with a variety of options to suit every demographic and support your staff's day-to-day needs.
- Give your employees the flexibility to choose when they get paid, through our Pay Assist option. Employees can access up to 50% of their earned pay before each payday, whether weekly, fortnightly or monthly

Enhanced employee benefits due to be rolled out during 2023 to include: GP Online and Private Medical Health.



Employer Benefits

Using our commercial leverage in the partnership we generate financial benefits back to our clients - enhancing profitability and augmenting shareholder benefits without taking unnecessary risks.

- 1% rebate back of your gross monthly payroll
- Eliminate vicarious liability employing staff
- No setup costs or exit penalties
- A fully flexible rolling 30-day agreement
- Easy to implement with no heavy lifting by client
- Plus higher employee engagement can lead to stronger morale, improved levels of productivity, swift recruitment procedures, and importantly, a high employee retention rate
- The rebate has been used to give the staff a wage rise

"Once implemented it runs like clockwork. We check the HMRC and Pension portals every month and it is exactly as you would expect it, penny perfect."

Finance Director - £80m payroll
Construction Industry Client

How does it work - leveraging the Professional Employer Organisation (PEO) model?

Our PEO is a cooperative, that allows clients to benefit, by using the combined value of the total workforce as leverage in the market.

The current payroll under management is over £2bn, resulting in clients and their staff receiving benefits that are normally paid for in other models. This is achieved by creating a co-employment relationship between the PEO, the staff and the client.

- No more than a paper exercise, as all our clients will testify, it's very easy to join and you can start receiving the benefits in 4 to 6 weeks.
- Employees need a new PAYE number, as part of the co-employment relationship.
- All current and statutory staff rights are fully protected and retained.
- Clients retain full control over the funds of payments to staff, liabilities to HMRC and to the pension provider.
- Tailored to each of our clients' individual needs, accommodating any existing structure, staff and statutory directors.
- Client retains all day-to-day operational responsibilities, direction and supervision of staff.

What happens next?

Hold an initial meeting to explain the Employment Partnership in more depth and answer any questions you may have. If there is broad alignment to proceed, we go through the following stages.

- Organise follow-up meetings with key sponsors and stakeholders.
- Complete discovery questionnaire
- Conduct due diligence
- Under an NDA
 - Review bespoke Agreement and Support Fee Agreement
 - Social proof - prior to sign off
- Onboarding - no heavy lifting.
- Project implementation 4-6 weeks

- Cash EBITDA benefit received from month one and each and every month

“Initially after seeing an overview to the Employment Partnership the Directors were interested in the value to business and the positive impact on staff the wider reaching benefits would bring. We did have some initial reservations. However, after doing our due diligence and taking up the offer of contacting other clients in the partnership, we took the next steps. Having been in the Employment Partnership now for a number of years, we have a massive seal of approval from our workforce and it’s great to see so many employees benefiting from our initiatives every single day.”

Operations Director - £15m payroll
Logistics Company Client



**To arrange a no-obligation
presentation and insight please
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