



Insurance. Advice. Support.

A smiling man in a dark suit, white shirt, and dark tie is the central focus. He is looking towards the left, where the back of another man's head and shoulders are visible. To the right, a woman with dark curly hair is partially visible, also smiling. The background is softly blurred, suggesting an office or professional setting with large windows.

Honan.

When people are your biggest asset, and competition for talent is at an all-time high, Employee Benefits in the form of insurance and wellness solutions are more valuable than ever in attracting and retaining top talent.

What are  
**Employee Benefits,**  
and why do they matter?

# Employee Benefits plays a fundamental role in the ongoing growth and success of a business.

**For employees,** a good Employee Benefits package increases the value they receive from their working life and contribute to their own health and wellbeing and that of their family.

**For employers,** such benefits help staff remain happy, committed, and productive; reducing the chance of them leaving to work elsewhere.

Working with an Employee Benefits specialist with the expertise and insights required to design, implement, and manage an Employee Benefits program tailored to your needs has the potential to provide your organisation with a significant competitive advantage in the war for talent.

A robust  
**Employee  
Benefits program**  
will reinforce, and  
help you realize,  
your organisation's  
recruitment,  
retention, and  
rewards goals.



## Better recruitment and retention

A structured and comprehensive benefits program will offer your company a competitive advantage by attracting and retaining talented employees, supporting you in becoming an 'Employer of Choice' in your industry.



## Optimised employee performance

Demonstrating your investment and support in your employees drives the best possible outcomes for your company by maximising employee engagement, motivation, loyalty, productivity, and performance.



## Cost containment

Protecting your business by minimising costs in the event of employee illness or injury. By transferring the risk, you'll avoid turnover costs, and support the employee's return to work with minimised impact to productivity.



## TRENDS

# What's happening in Employee Benefits across APAC?

The Great Resignation is alive and well. Employees' needs, priorities and expectations are changing at a rate of knots. Employers must move to keep up, or risk getting left behind.

### AUSTRALIA

38%

of Australian workers plan to leave their current employer within the next 12 months, fuelled by:



25%

Remuneration and Reward



22%

Wellbeing



85%

of workers reported their wellbeing has deteriorated during the pandemic



1

in 2 workers experience mental health challenges over time



Beyond physical health, employees now expect employers to support their holistic wellbeing. Financial anxiety is a leading cause of stress among Australian employees meaning organisations that prioritise this support will be best positioned to attract and retain talent.

Source: 2021 PWC report *The Future of Work, what workers want: Winning the war for talent* | MetLife Employee Benefits Trends Study, 2021.

## SINGAPORE



61%

of employers have already implemented a flexible benefits arrangement. This has grown in popularity, particularly since the pandemic.



2

out of 3 of employers plan to provide employees with online access to benefits.



42%

of employers reported that focusing on technology and automation in benefits administration is their top priority.



In 2021, there was a 26% rise in the use of Employee Assistance Programs for mental health.



Consumers are more willing than other mature markets to share data, including personal health data.

Source: BIPO Employee Benefits Survey 2020

## MALAYSIA

Almost

100%

of employers offer some level of medical coverage for all employees.



Many Malaysians say the pandemic has encouraged them to be more proactive towards health management, including lifestyle and behavioural change.



Increasingly, Malaysians are learning how technology can optimise health outcomes – they now recognise healthy living as playing a large role in life.

Almost

70%

of Malaysians feel there is currently a negative stigma around mental health disorders in society.



With these developments, more employers are shifting from traditional Employee Benefits insurance programs (mostly utilised by less healthy employees), to holistic wellness programs that benefit all employees.

Source: Mercer Asia

# NEW ERA, NEW SOLUTIONS

## Employee Benefits for a fast-moving market.

Honan is pleased to offer an extensive portfolio of Employee Benefits insurance products, employee wellness, and engagement solutions. We'll work with you to customise a program in line with your culture, values, strategic goals, and desired outcomes.

### Life / Total Permanent Disability (TPD)



Lump sum insurance cover paid in the event of death, terminal illness, or total and permanent disability.

### Salary Continuance / Income Protection



Covers up to 75% of base salary, paid monthly. The benefit will be paid once the client has reached an initial waiting period, and thereafter until the expiry of the benefit period.

### Personal Accident



Covers your employees in the event of any accident, whether at home or abroad.

### Private Medical Insurance



Covering Hospital and Extras cover, including dental, vision, physiotherapy and more.

### Expat Medical Plans



Designed for people living and working abroad, to give your employees and their families access to the best healthcare possible, wherever their location.

### Flexible Benefits – Asia



Moving away from a one-size-fits-all approach, Flexible Benefits has gained popularity over the past few years in Asia with over 60% of companies now offering some form of flexible benefits in Singapore alone. A flex program usually consists of a flexible spending account where employees receive an annual amount of points which they can spend on within the company's pre-approved list of benefits. This usually includes health screening, optical, dental, and other wellness benefits. More complex flex plans provides employees with core medical coverage and allows employees to top up or reduce their coverage, depending on their needs.

### Travel Insurance



Cover for medical expenses and unforeseen losses while travelling.

### Wellness and Employee Engagement Solutions



Honan's Wellness Hub offers various Health, Wellbeing and Support Services, which assist in keeping employees happy, healthy, and engaged. This includes, but isn't limited to Health Checks, Flu Shots, Skin Checks, Mental Health Seminars, Financial Wellbeing Seminars, Parental Support and more.

### Employee Assistance Program (EAP)



A world-leading EAP providing immediate, 24/7 support to employees via best-in-class counselling and support - all distributed through a convenient app.












## FUTURE FIT

In future years, Employers of Choice won't simply require the right Employee Benefit matrix for their people, they'll need the platforms & technology to grow and evolve in line with their changing needs. Alongside innovative features and benefits, exceptional user experience is key.

### PIONEERING TECHNOLOGY FOR TODAY AND TOMORROW

Recognising a gap in the market for a highly flexible, truly innovative Employee Benefits platform, Honan partnered with award-winning provider Zest. Zest is a sophisticated solution for everything benefits; insurance, flexible spending, employee engagement, and wellness. Integrating seamlessly with insurer portals, payroll and HR systems, Zest is a one-stop shop for employees and their benefits wants and needs.

#### Honan's Zest Platform Features

- |   |  |
|---|--|
|  Convenient, intuitive, user-friendly  |  Analytics: usage, engagement data and insightful reports in a matter of clicks |
|  Mobile optimised and fully customised   |  Sophisticated and shallow admin portal options                                 |
|  Relevant, tailored content and information for employees  |  Secure data integration through SSO and STFP                                   |
|  Total reward statements, giving employees' true visibility into the financial value of their total rewards package, including pay and additional benefits |  Security features such as two-factor authentication                            |
|  Flexible benefits claims submission   |  Employee and dependent enrolment   |
|   |  Beneficiary Nominations  |

### World Leading



Gold Award - **Best HR Tech-Employee Engagement Solution**, HRM Asia 2020



**Best in Technology**,  
The Rewards 2021

# GLOBAL & GROWING

For those with horizons abroad, **Honan's Employee Benefits solutions are globally optimised and ready to support your international workforce.** Through our extensive global risk advisory, technology and benefits networks, we're armed with the resources and expertise to help you navigate the challenges and opportunities all over the world.

When you work with Honan, you'll not only have the power to build a market-leading Employee Benefits program to support your goals, attract and retain top talent, but enjoy outstanding service along the way.

## OUR APPROACH



### ENHANCED COORDINATION

Global coordination across your offices worldwide. With the convenience of working with a centralised team, your head office and business leaders will have clear oversight of your Employee Benefits program.



### CENTRALISED MANAGEMENT

We'll support you with the global and local expertise to navigate vast regulatory, cultural and economic frameworks. We're deeply connected to our fellow worldwide partners, local insurers and supporting services.



### CONSISTENT SERVICE EXCELLENCE

Going beyond what's expected, we pride ourselves on creating a culture of care in everything we do to ensure you enjoy consistent industry-leading service in your locations. Honan are with you all the way.



### MINIMAL ADMIN CONGESTION

As your Employee Benefits coordinator, we remove the administration burden, including time zone and language barriers, allowing you and your people to focus on what you do best.



# How can Honan help?

Holistic solutions, **seamless service.**

Our specialist Employee Benefits team draws on deep industry knowledge to create Employee Benefit programs acutely tailored to your business and objectives. We pride ourselves on understanding your business, acting as an extension of your team, and offering personalised service on developing market-leading programs for businesses of all sizes, from all regions and industries.



## EMPLOYEE BENEFITS ADVISORY

- Tailored advice and recommendations for your Employee Benefits program in line with your organisation's strategy and goals.
- Comprehensive plan analysis; identifying any gaps, potential risks or enhancements, and support for the implementation of these.
- Benchmarking data to help you understand where you're placed in the market, and what you need in order to become a leading Employee Benefits provider.
- Support for your overall wellness and engagement strategies through a comprehensive Employee Benefits program truly tailored to your needs.



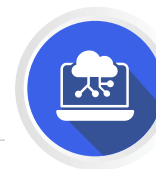
## OVERSIGHT AND COORDINATION

- With a dedicated client manager as your streamlined point of contact, Honan will advocate for your company at every step. You'll also have the support of our broader Employee Benefits administration team – a powerful extension of your HR team.
- Delivering the best result for your business, we'll manage key negotiations and marketing of your program to insurers prior to implementation, and at renewal time.
- If your company wants to expand benefits globally, we'll coordinate this through our regional offices and global networks.



## EDUCATION AND INSIGHTS

- We'll keep you across market-leading industry insights, emerging trends, legislative and regulatory changes, and relevant thought leadership written by our Employee Benefits leaders.
- To ensure your people understand the real value of their benefits, we'll support you with key communications to cascade through your organisation such as regular employee briefings and collateral.



## RESOURCES AND TECHNOLOGIES

- Access to our market-leading Employee Benefits and Engagement Platform, Zest.
- Access to Honan's Wellness Hub and market insight newsletters.



# Honan.

Founded in 1964, Honan's risk management expertise is second to none. We know exactly what it takes to achieve growth and stability. We understand the leap from desire to fulfilment. And we understand the risks involved.

## What sets us apart?



*Working with Honan has always been a pleasure. I've worked with them and several of their partners around the world and have always been pleased by their **attention to detail, deep local and worldwide knowledge, outstanding responsiveness, and proactive approach to customer care.** Their commitment to engage as a true partner with their clients is highly valued as it allows us to build trust, expand our offerings, and have comfort that our employees are supported by a committed team.*



*Large Multinational Technology Company.*



## AUSTRALIAN FOUNDED INDUSTRY LEADER

With over 450 staff and growing, with offices throughout Australia, New Zealand, Singapore and Malaysia. We understand the local market and legislative frameworks. We're a challenger and think outside the box for our clients.



## FULLY INTEGRATED SOLUTIONS

Holistic risk, insurance, and wellness solutions; from consulting, design and implementation to ongoing management, communication and administration support. Nimble and adaptable, we focus on getting the best results for your business.



## STRONG CLIENT SUPPORT

Our responsive, personalised service model provides you with seamless support; from strategy to execution. With ready access to your Client Manager and our broader service team, you and your people will enjoy proactive service. We take the time to really know our clients. We care about your business and we want to be part of your growth. It's a true partnership.



## GLOBAL REACH AND INSIGHTS

We help clients navigate the challenges and opportunities of a global market, while providing market-leading local expertise.



## REGIONAL SOLUTIONS

With offices in Australia, New Zealand, Singapore and Malaysia, we're deeply rooted across Asia Pacific.



## SPECIALIST KNOWLEDGE

We draw on timely market knowledge to support our clients in making well informed decisions.



## DIVERSITY AND INCLUSION

Diversity, inclusion and social impact are key imperatives for Honan, both within our organisation and through our support of, and impact in, the greater community.



## INNOVATION

Winner - 5-Star Insurance Innovator Award, Insurance Business Magazine (2023).

# Industry experience and expertise.

With vast experience advising and supporting organisations with leading Employee Benefits solutions locally and offshore, our team sets the standard in product and service excellence.

**Alexandra Slimming – Australia & New Zealand**

[alexandra.slimming@honan.com.au](mailto:alexandra.slimming@honan.com.au)

**Cassandra Tan – Singapore**

[cassandra.tan@honan.com.sg](mailto:cassandra.tan@honan.com.sg)

**Ushaletchumy Sangar – Malaysia**

[usha@mphonan.com.my](mailto:usha@mphonan.com.my)

MELBOURNE | SYDNEY | BRISBANE | PERTH | ADELAIDE | NEW ZEALAND | SINGAPORE | MALAYSIA

**honan.com.au**

Honan Insurance Group Pty Ltd ("Honan") ABN 67 005 372 396, AFSL 246749.

Any advice in this brochure is general in nature and does not take into account the particular needs or circumstances of your business. Insurance cover is subject to policy terms, conditions, limits and exclusions.