

GIVE ME BENEFITS OVER CASH, SAY EMPLOYEES

Canadian employees value their benefits plan so much that they would walk away from an extra \$15,000 a year in order to keep it, according to a poll.

Results of the 2009 sanofi-aventis *Healthcare Survey* show that more than half of employees polled said they would choose their benefits plan over an additional cash compensation of \$15,000 per year. This gives Canadian employers a unique opportunity to provide health and wellness solutions to enhance employee health, retention and productivity, explains Karen Mason, senior vice-president, group, with Equitable Life of Canada.

"Employees place such a high value on their benefits because they understand that these non-salary incentives can play an important role in providing financial security for them and their families," she says. "The survey also reveals that only 31% of employees surveyed had access to a health and wellness program, meaning that there are many employers not taking advantage of the opportunity to provide employees with health support and, in turn, reduce avoidable absences, lost productivity and the cost of their benefits plans."