

## **Low Cost Employee Perks**

Whenever the subject of employee perks is raised with managers they will invariably say, even before a discussion has started, that they do not have a budget for it or simply can't afford it. As they say in the movies "shutdown".

I am yet to see an employee survey where money is the number one motivator (in most cases it ranks about 3 or 4), and yet very few organisations look for other benefits that will be valued by their staff.

Here are some benefits and perks that cost very little but may work for you and your team:

- 1. Car Wash Day**  
Every couple of months organise for all employees cars to be washed while they work.
- 2. Community Service Days**  
As part of a corporate citizen program, give employees one or two paid days each year to take part in community or charitable activities that they are passionate about.
- 3. Computer Discounts**  
If your organisation receives discounts on hardware and software, organise for your employees to purchase their personal computer requirements at your discounted corporate rate.
- 4. Family Days**  
Give everyone two "Family Days" a year where they can take a day off at full pay to spend time with their family (equates to less than a 1% pay increase but has no cash cost)
- 5. Flexible Hours**  
In many roles there is no absolute requirement that the employee be there at a certain time and leave at a certain time. In these cases allow flexibility in the start and finish times as it may permit the employee to avoid peak hours and substantially reduce the time it takes to commute.
- 6. Fresh Food Fridays**  
Every Friday the organisation provides a wholesome, fresh lunch for all employees (such as fruit, yogurt, pasta, rice, vegetables etc)
- 7. Gym Discounts**  
Organise with a local gym or health club an employee discount by promising a certain number of members. Most gyms will provide substantial discounts, especially on the joining fee, to obtain a group of new members.
- 8. Mobile Massage Service**  
Once a month bring in a masseuse, that is health fund accredited, to provide on site massages. The company pays any gap between the health fund contribution and the discounted rate. All staff would be invited and encouraged to participate. It is inexpensive and will help relax your employees while at the same time reduce their stress levels.
- 9. Most Valuable Player**  
Once a quarter ask the employees to vote on the Most Valuable Player within the team – that person is then rewarded with an extra two holiday leave days and a cash prize. This will be a very sought after reward because it comes from the employee's peers and is recognition of performance at the highest level.

10. **Placement Incentive**

If an employee recommends someone who gets hired and stays six months at the job, as a finders fee give them an extra holiday leave day.

11. **Seminars**

Professionals will often speak for free (to promote themselves) on topics such as investment planning, stress management etc

12. **Work from home days**

This initiative does not work for many types of roles but for those where there is no absolute need to be at a desk in an office, it allows your employees to occasionally skip the tortuous daily commute and spend a little extra time with their family. With the low cost of establishing VPNs it is a benefit that will cost little but will be highly valued.

13. **Yoga Classes**

Bring in a yoga instructor once a week to run a one hour class which all staff would be invited and encouraged to participate. It is inexpensive and will help relax your employees while at the same time reduce their stress levels.

If you would like to know more about increasing employee engagement, which in turn will increase productivity, profitability and customer service levels, please email [info@profiles.net.au](mailto:info@profiles.net.au).