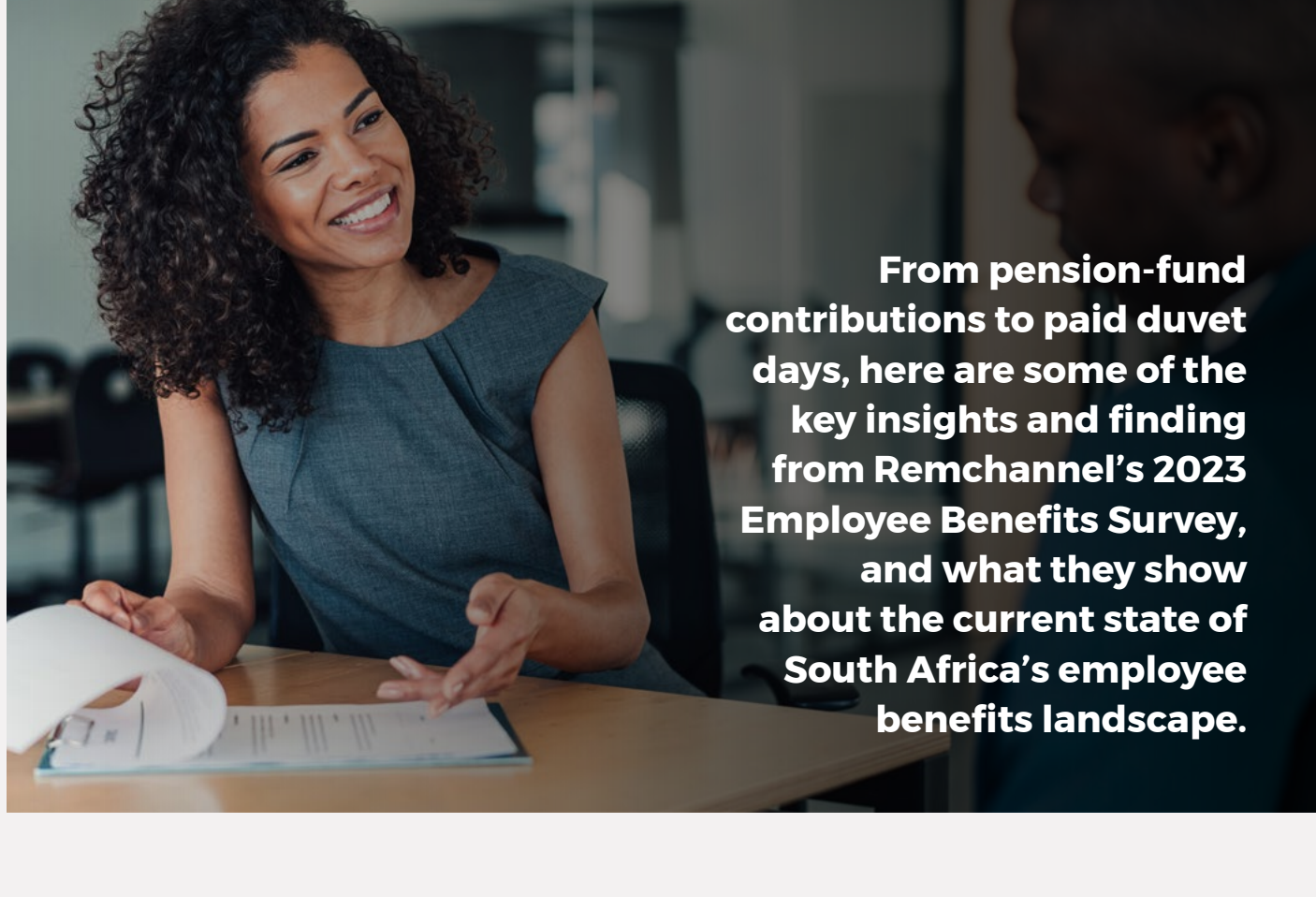


A snapshot of SA's employee benefits landscape



From pension-fund contributions to paid duvet days, here are some of the key insights and findings from Remchannel's 2023 Employee Benefits Survey, and what they show about the current state of South Africa's employee benefits landscape.

RETIREMENT AND RISK BENEFITS

Total contributions (employee and employer) to company pension funds ranged from

5% —→ 27.5%

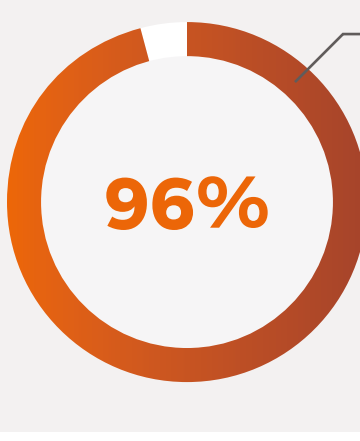
THE IMPACT OF LOW CONTRIBUTIONS

An employee who elects the minimum pensionable salary option provided by their employer contributes up to 70% less to their retirement funding where basic salary is used as the basis.

Compulsory retirement age



Due to the retirement age in SA employees generally run out of the time to save optimally for retirement.



Percentage of respondents who provide group life benefits

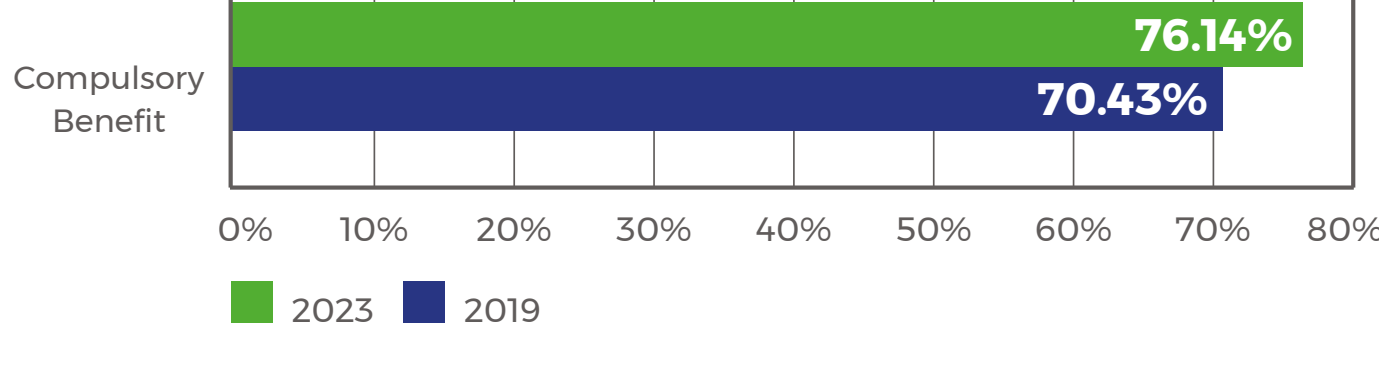
96%

BUT only 12.2% make these flexible

MEDICAL AID AND GAP COVER



Compulsory medical aid has increased by 5 percentage points after Covid



The number of employers who don't pay gap cover increased by 12 percentage points.

More financial support

40.4%

of participating employers provided soft loans to employees in 2023.

19.6%

The percentage in the 2019 Employee Benefits Survey.

TOP 3 LOAN TYPES EMPLOYEES TAKE OUT

- Cash Advance
- Medical Assistance
- Funeral

Participating organisations that provide a company car or travelling allowance

80.9%

COMPLYING WITH SARS REQUIREMENTS

50.7%

of employers require employees to sign a declaration confirming the business use of their private vehicle.

OTHER KEY FINDINGS

Educational assistance increased from

60% —→ 93.4%

HYBRID WORK HAS DOUBLED

In the 2019 survey **41.3%** of the companies did not have a hybrid model.

In the 2023 survey, **83%** of employers had implemented one.

40.7% of participants are prescriptive in terms of office days.

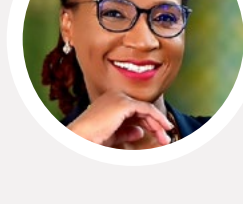
Paid duvet days?

Not yet. Only 6 companies said they provide duvet leave, well-being and self-care days.

“As workplaces

evolve, organisations are re-imagining how they support their employees. These trends emphasise the importance of considering the impact that benefits have on the holistic well-being of employees in the short and long term. The Remchannel Benefits Guide provides insights that enable companies to structure meaningful and responsible benefits that drive top talent attraction and retention. Please [contact Louna Robbertse via email](#) to get a copy of the full report or to arrange a detailed presentation.”

Lindiwe Sebesho
Managing Director: Remchannel



WHO PARTICIPATED IN THIS SURVEY?

94 organisations across 15 industry sectors (double compared to the 2019 report)