

# AT A GLANCE:

## The SA Employee Benefits Guide 2025



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The 11th edition of the South African Employee Benefits Guide 2025 is a biennial report that provides in-depth analysis of current remuneration trends and corporate policies. Using synthesised data from 60 organisations across various sectors, the report:

- details statutory and discretionary provisions for leave, retirement funding and medical benefits,
- examines modern workforce shifts such as hybrid work arrangements and employee wellness initiatives,
- outlines specific compensation structures, including guaranteed bonuses, performance incentives and scarce-skills premiums designed to attract and retain talent, and
- covers operational allowances for travel, relocation and shift work to ensure alignment with the Basic Conditions of Employment Act.

### FOR EMPLOYERS, PEOPLE PRACTITIONERS AND POLICYMAKERS



**A STRATEGIC BENCHMARK**  
for equitable pay practices and competitive benefit offerings.



**ROADMAP**  
for navigating the complex legal and financial landscape of HR in South Africa.



**AN OPPORTUNITY**  
to benchmark best practice and strengthen EVP.

ATTRACT | RETAIN | ENGAGE

## ABOUT THE GUIDE



**60**  
ORGANISATIONS



**+404 400**  
EMPLOYEES



**NATIONWIDE**

# KEY FINDINGS

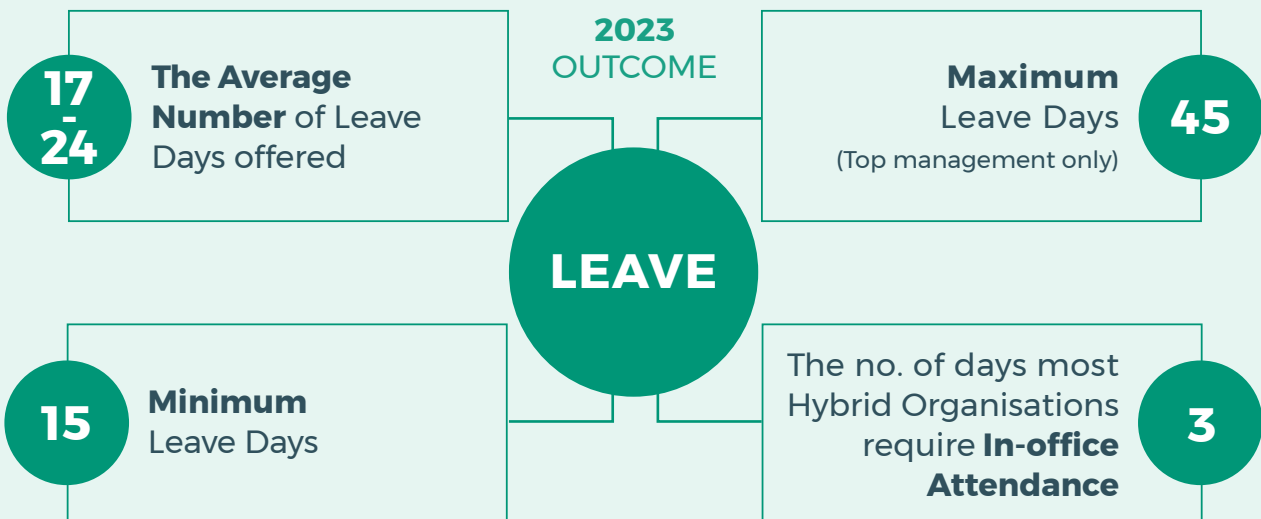
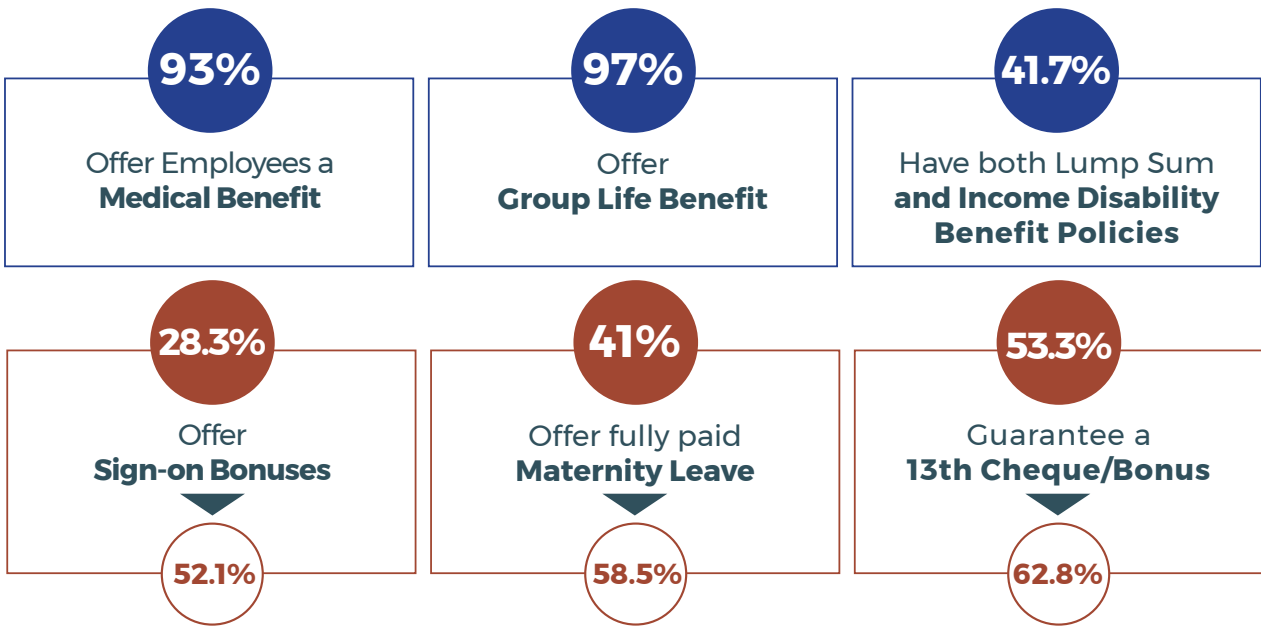
## TOP 3

DESIRED EMPLOYEE BENEFITS:



- 1 Health and Related Benefits ..... **90%**
- 2 Leave Benefits ..... **88%**
- 3 Disability, Group Life, Personal Accident Benefits.... **87%**

## ORGANISATION TRENDS:



Many have offsite "leave" for other days.

For more insights or the full report reach out to us via email at: [Louna.Robbertse@remchannel.com](mailto:Louna.Robbertse@remchannel.com)