



THE 2025 REMCHANNEL SOUTH AFRICAN EMPLOYEE BENEFITS GUIDE: AT A GLANCE

Every two years, Remchannel publishes **the South African Employee Benefits Guide**.

It contains an analysis of current remuneration trends and corporate benefits policies across sectors. Covering statutory and discretionary provisions for leave, retirement, medical benefits, and workforce trends like hybrid work and wellness, this year's guide features insights from **60 organisations employing 404 423 individuals**.

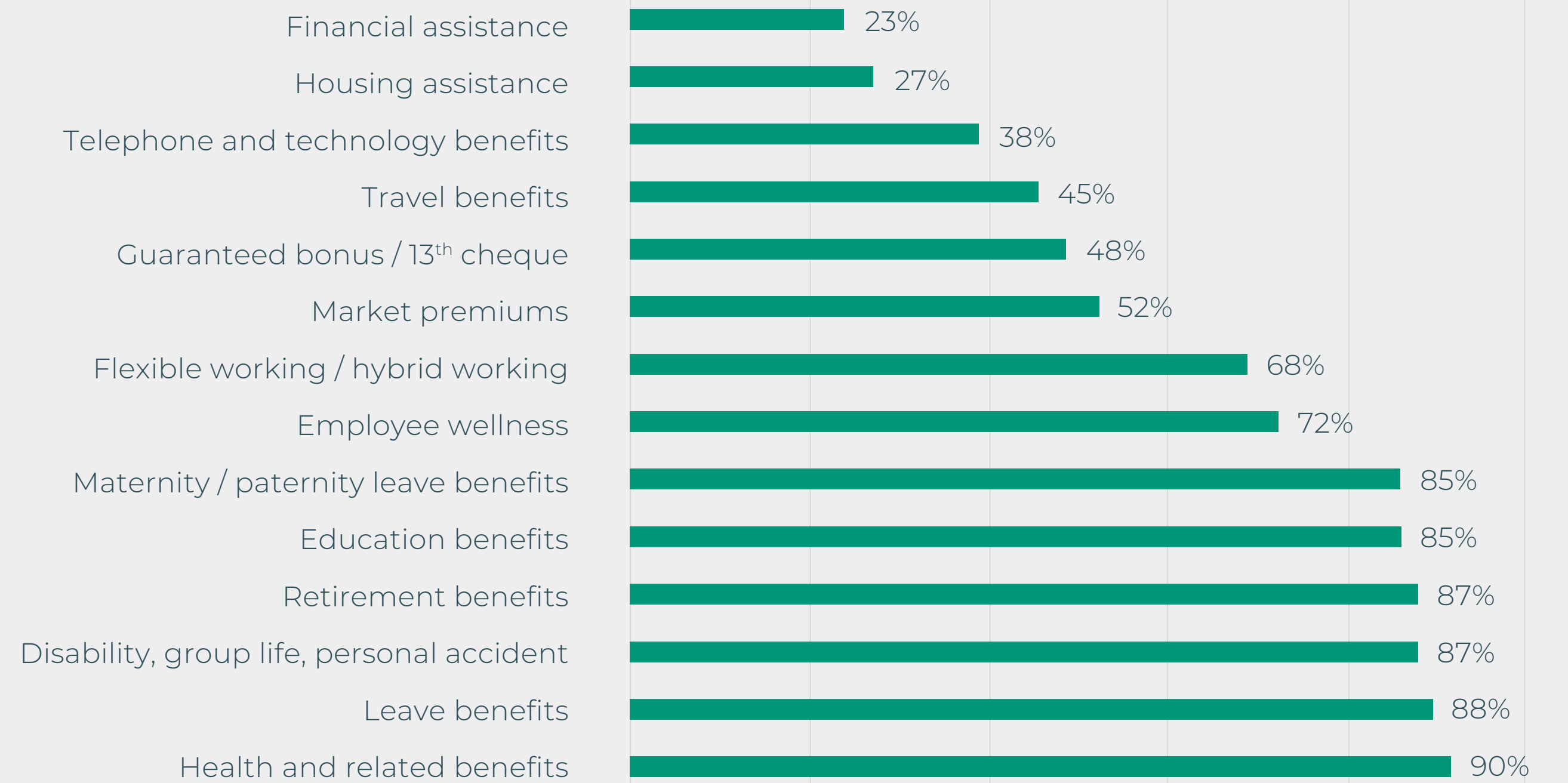
Significant shifts emerged: a move from post-pandemic experimentation to a **more structured benefits landscape**. Employers are now focused on balancing **prescriptive office mandates** with competitive Employee Value Propositions (EVPs). To attract and retain critical skills, you need to understand what top talent really values.

The Remchannel Employee Benefits Guide offers key insights for your business. Email Louna.Robbertse@remchannel.com to get the full report*.

*Terms and conditions apply.

THE BENEFITS TOP TALENT VALUE THE MOST

This year, employee wellness came out tops, with health benefits ranked number one in terms of perceived importance. Leave took second place, followed by disability, group life and personal accident cover, which tied with retirement benefits for third place. We're seeing a big shift to wellbeing as a focus – possibly linking to younger generations' preoccupation with mental health over wealth.

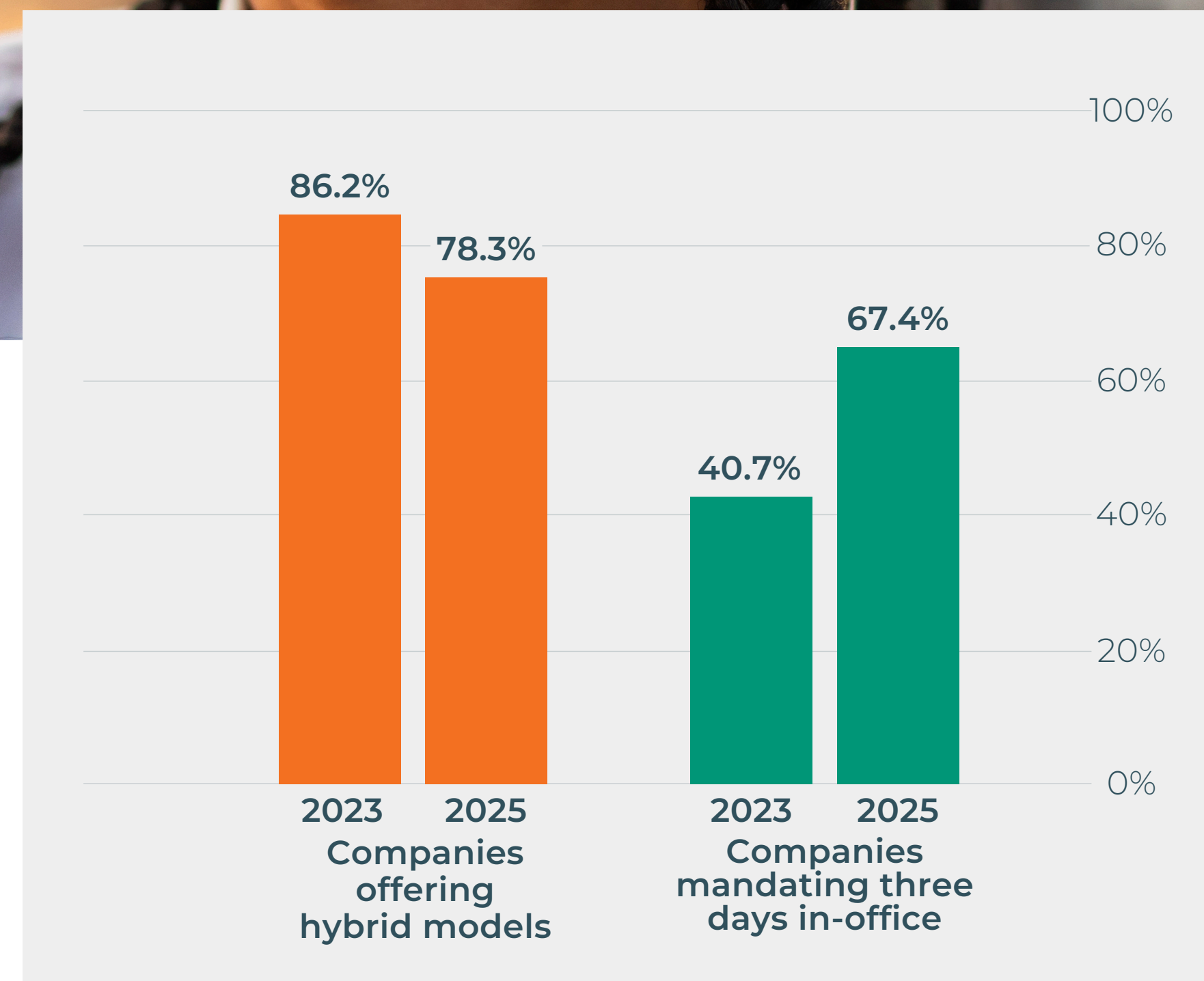


Percentages shown reflect the "Extremely Important" and "Very Important" sections

THE HYBRID MODEL GROWS UP

In March 2020, the world went into lockdown and offices, everywhere, emptied overnight. We've gone from almost fully remote, to testing the waters of hybrid and now, much hype over the great RTO (return-to-office). However, our data doesn't suggest the end of the hybrid model; rather its maturation.

Numerous studies have shown hybrid models don't decrease productivity – but they are [linked to loneliness](#). So, maybe more days in office isn't to amplify output; it's mandated connection and in-person collaboration time.



CONTROLLING COSTS

WHILE PUSHING PERFORMANCE

2025 saw organisations reducing costs, while pushing productivity with more performance-based rewards.

Overtime management also emerged to control labour costs, with **11.7%** of companies currently setting target ratios. (Overtime ratio: total overtime vs regular hours).

Insight: Organisations seem to be pivoting to more modern financial wellness tools, such as **Earned Wage Access** (already at 20% adoption) and continuing the focus on performance-based incentives.



	2023	2025
Sign-on bonuses	52.1%	28.3% ↓
13 th cheques	62.8%	53.3% ↓
Soft loans and cash advances	40.4%	31.7% ↓

MORE SHARED LEAVE, FEWER PAID MONTHS FOR MOMS



Legally, companies must now offer shared parental leave of four months and ten days. This may have had some ripple effects.

Fully paid maternity leave for four months has decreased:

58.5%
(2023)



41.7%
(2025)

Adoption leave non-compliance:

50%

of participants do not meet the minimum four-month leave requirement.

55%

continue to provide only the statutory 10 weeks.

The decline in fully paid maternity leave reflects companies' need to comply with changing regulations whilst managing costs. With a larger pool of employees now eligible for parental leave, organisations are adjusting their budget forecasts and resource planning. Given that men are fertile throughout their lives, companies in male-dominated industries, in particular, must consider the implication of the new parental leave provisions.

SUPER-SPECIALISED WELLNESS SUPPORT

We're seeing new, niche specialised health programmes and benefits emerging, including:

- **Cancer screening:** This is interesting in a time when early on-set cancer is markedly increasing globally – In fact, Old Mutual's most recent claims statistics show that the group's youngest breast cancer claimant was just 31 years old.
- **Fertility programmes:** 1 in 6 people worldwide experiences infertility, according to the [World Health Organization](#), highlighting the critical need for support.
- **Peri/menopause support:** A study by [Korn Ferry and Vira Health](#) found menopausal symptoms caused nearly 40% of +8 000 surveyed women to miss work, 13% to quit their jobs, and 15% to consider quitting. More than a billion women, globally, will be in [menopause](#) by 2030, making support essential to help prevent the workplace "menopause penalty".

Question: Will organisations start similarly supporting men through andropause?

CHANGE IN RETIREMENT AGE

The average normal retirement age saw a slight upward shift from **62.9** to **63.2**, with an increasing number of organisations planning to move toward a fixed age of 65.

However, many organisations still fail to provide adequate support for retiring employees, leaving them to navigate this significant life stage change with limited guidance. In particular, support related to post-retirement medical aid is often absent.



Assistance granted	Managed internally	Managed by a 3rd party service provider	Not applicable /No assistance granted
Medical aid planning	16.7%	58.3%	25%
Pension planning	20%	66.7%	13.3%
Financial planning	18.3%	66.7%	15%
Pre-retirement counselling	20%	63.3%	16.7%



2023 CAPTURED A WORKFORCE IN FLUX; 2025 SUGGESTS A MORE SETTLED WORLD OF WORK, WHERE EMPLOYERS ARE BALANCING COST CUTTING WITH COHESION, COMPETITIVENESS AND HUMANITY.

Would you like your organisation to receive deeper, more tailored insights? Get the full report or participate in our next survey. [Email Louna.Robbertse@remchannel.com](mailto:Louna.Robbertse@remchannel.com) for more information and to leverage these powerful insights to help you:

- Benchmark your pay, benefits and incentive offering
- Attract and retain top talent
- Remain a leader in the highly competitive talent market