



Employee Benefits
AWARDS 2009

in association with  **Watson Wyatt**
Worldwide

THE
WINNERS
2009

Friday 26 June 2009
London Hilton, Park Lane

Employee Benefits Awards 2009

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Welcome



Welcome to the Employee Benefits Awards 2009.

This is the only event in the UK dedicated to celebrating employers' reward and benefits strategies. This year, more than ever, it is vital to acknowledge outstanding practices as employers aim to engage staff in tough times.

To keep up with the evolving nature of reward, we have introduced a couple of new categories this year – one to highlight the work being done on an international basis and the second to showcase the increasing implementation of total reward strategies.

As always, the number of entries rose again this year – demonstrating the ever-growing interest in employee benefits. This does make the task tougher for our expert panel of judges (see page 5), so I would like to extend a special word of thanks to them. The job was tough, the discussions enlightening, the disagreements enhanced the process – and the outcome was a fine list of finalists and winners.

I would also like to thank all our sponsors, in particular our associate sponsor, Watson Wyatt Worldwide. Without all of you, there would be no Employee Benefits Awards.

Finally, and most importantly, congratulations to our worthy finalists and winners. Enjoy the day and celebrate your success!

Debi O'Donovan

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Editor, *Employee Benefits*



The judging panel

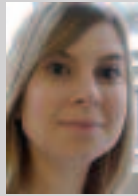
CHAIR JUDGES



Debi O'Donovan
editor, *Employee Benefits*

Debi is responsible for editorial strategy across the

Employee Benefits brand, with particular responsibility for Employee Benefits events and website. She has worked for the magazine since 1998.



Debbie Lovewell
deputy editor, *Employee Benefits*

Debbie is responsible for writing, editing

and commissioning features, as well as overseeing supplements and research. She has become a recognised writer in the field of benefits and reward.



Clive Wright
chairman, Chartered Institute of Personnel and Development's Reward Forum

Clive is also a principal at Mercer and chairman of the Compensation and Benefits Council of the Conference Board Europe.



Duncan Brown,
director, HR business development, Institute for Employment Studies

Duncan is a well-known expert on reward. Previously, he was assistant director general of the Chartered Institute of Personnel and Development.

PANEL JUDGES



Peter Barnard
registrar, Grimsby Institute of Further & Higher Education

Peter is responsible for human resources, diversity, health and safety, health and wellbeing, and internal communications.



Charles Cotton
adviser, reward and employment conditions, Chartered Institute of Personnel and

Development
Charles is the CIPD's reward expert and has worked with some of the UK's leading employers to create a range of good-practice reward products and diagnostic tools for HR practitioners.



Roger Fairhead
vice-president international compensation and benefits, Sony Pictures Entertainment

Before joining Sony, Roger worked in head-of-reward roles for the BBC, the Rank Group and Universal Music Group. He was previously a senior manager in

Ernst & Young's human capital practice.



Lesley Fidler
director of employer consulting group, Baker Tilly

Lesley has spent the past 15 years advising employers on the tax and national insurance aspects of reward packages.



Caroline Jowett-
ive group reward manager, Virgin Group

Caroline focuses on senior executive remuneration and global reward strategy across the many countries and sectors in which Virgin companies operate.



Narinder Kaur
director of HR, Lee Cooper

Narinder is responsible for the human resource function at Lee Cooper globally. She has gained international experience by working in Asia, the USA and Europe.



Michelle Lewis
trustee with the corporation team, Personal Accounts Delivery Authority

Before joining the Personal Accounts Delivery Authority in November 2008, Michelle was senior policy adviser at the National Association of Pension Funds.



Jeanette Reid
head of reward, UK & Ireland, Novartis Pharmaceuticals

Jeanette is a senior reward professional with over 20 years' UK and international corporate experience. Having worked for Motorola, Rohm and Haas Chemicals, and Citigroup, Jeanette joined Novartis as head of reward for the UK and Ireland.



Peter Reilly
director, HR research and consultancy, Institute for Employment Studies

Peter leads the work on reward and performance management at

the Institute for Employment Studies (IES) and has published various reports and articles on reward. He joined the IES in 1995 after a 16-year career with Shell.



Julie Richardson
head of employee share ownership, Ifs ProShare

Julie has worked in the employee share plans arena since 1993. Ifs ProShare liaises with HM Revenue & Customs, HM Treasury, the Financial Services Authority and other industry bodies on legal, regulatory and fiscal issues relating to employee share ownership.



Benefits team of the year

Winner

FirstGroup Invigorating the Communication of Our Total Rewards Programme



Under the careful direction of group reward and pensions director John Chilman, this team has a thorough knowledge of the organisation they work for. Each member has to take part in a two-year programme of visits to every UK bus depot so each one gets to know the colleagues they serve. The team believes this close knowledge of the business's front line helps them frame their reward strategies.

John has built a team of people who embrace a culture of collective support and constructive change. No one is allowed to sit in their comfort zone – they are challenged to take part in all situations so that each person can bring a different perspective. They are able to make great achievements by working as a unit, tapping into the diverse skills of the team.

They appreciate the importance of the small, perhaps more boring, details. For example, no matter how good a benefit, its impact is undermined if the team's administration of it is undermined.

Equally, they are committed to communicating with colleagues, with face-to-face meetings a key part of the overall total reward strategy.

Team includes: John Chilman, group reward and pensions director; Richard Murray, group pensions manager; Lisa Proctor, group reward manager; Ian Robertson, First UK Bus pensions manager; David Beattie, group reward finance manager; Clair Petty, group reward associate.

HIGHLY COMMENDED

- **Roche My Total Roche (nominated by Deloitte)**
The team delivering the flexible benefits implementation was drawn from across the business as well as the HR team, thus maximising the skills and knowledge of the wide range of employees.

RUNNERS UP

- **Henderson Global Investors**
To deal with an annual bonus period, three teams – share schemes, pensions and payroll – worked closely together to deliver a complex, data-intensive project.
- **Informa InformMyBenefits – Health and Wealth Programme**
This small team has one full-time member and two part-timers. Working effectively together, they have delivered an award-winning health strategy (see page 20).
- **RSA Insurance Your Benefits**
This multidisciplinary team was constructed so that subject-matter experts headed each team, which then took total ownership of their own area. They had to work to aggressive deadlines across multiple time zones.
- **Towry Law Total Reward**
This team continues to build on its winning position at last year's Awards. Once again, it delivered good results to make significant cost cuts across its reward portfolio.

