

---

# EEF ADVANTAGES

---

---

QUALITY  
CONFIDENCE  
TRUST

---



---

“Since their introduction, **EEF Advantages** have proved to be some of the most popular and valuable membership opportunities, saving our members over £3million to date. Now we are inviting all members to put **EEF Advantages** to the test.”

---

Kathy Riley, National Partnerships Director, EEF

---

# QUALITY CONFIDENCE TRUST

---



## This is what EEF Advantages means to you, as a member

**EEF Advantages are a portfolio of services offered exclusively to members, delivered by third party partner organisations.** Each offer has grown out of one of EEF's core specialisms and has been developed at the request of members. In developing the offers EEF has brought its scale and influence to bear, delivering commercial advantage. Consequently, each offer is bespoke and not available in the open market.

**EEF Advantages are more than just market-beating commercial propositions.** Partners can offer guidance and consultancy, working with members to improve their understanding of the market at no additional cost. And EEF are always there in the background, providing you with that extra reassurance.

**EEF undertakes a rigorous due diligence process when selecting a partner, giving you the reassurance that you will always receive first class service from our approved partners.**

**Why not put us to the test?**

---

# BUSINESS INSURANCE

## EXCELLENT SERVICE AT COMPETITIVE PREMIUMS

---



With our partner  
R K Harrison Insurance Services

Working with our partner R K Harrison Insurance Services (RKHIS), we have created EEF Insurance, a range of member focused business insurance solutions with benefits difficult to find elsewhere. We pride ourselves on our service and aim to meet member expectations and objectives by setting out our approach in a free no obligation review.

### **About our partner**

RKHIS is an award winning independent provider of commercial insurance solutions for businesses, associations and individuals across the UK.

They have used their industry expertise and insurance market knowledge to develop innovative solutions for EEF members that aim to give enhanced cover and competitive premiums that, on average, can save between 20 and 35% compared to existing costs.

---

## **RKHIS offers expert advice, excellent service at competitive premiums**

### **\*Our insurance services offer:**

- ✓ Membership loyalty discount, up to 25% of your EEF membership subscription or a maximum of 2.5% of your insurance premium, not just once but every year you renew
- ✓ Enhanced policy wording
- ✓ Free health & safety check
- ✓ Insurer commitment to rewarding investments in risk management
- ✓ Premium stability for up to 3 years
- ✓ Business continuity planning services

### **The insurance service could help you to:**

- ✓ Reduce essential overheads with more competitive premiums
- ✓ Fix your premiums allowing for more accurate long term budgeting and planning
- ✓ Improve your risk profile with risk management contributions from insurers

---

“The fact that EEF Insurance was able to save us a significant amount on our premiums was not only pleasing but surprising as we initially doubted that they would be able to beat our existing deal. I look forward to a long and mutually beneficial association between our two companies.”

---

Rod Phillip, Group Services Manager, Joseph Kaye Holdings

\*Subject to acceptability and underwriting terms and conditions



EEF Insurance is a trading name of R K Harrison Insurance Services Limited (RKHIS), which is an appointed representative of R K Harrison Group Limited. Until 31st March 2013, R K Harrison Group Limited is authorised and regulated by the Financial Services Authority in respect of general insurance business. Thereafter, R K Harrison Group Limited is authorised and regulated by the Financial Conduct Authority in respect of general insurance business. RKHIS is registered in England No. 6719831. Registered Office: One Whittington Avenue, London EC3V 1LE. Calls may be monitored and recorded for quality assurance purposes.

---

Find out more:

Tel: 0800 731 2606

Email: [enquiries@eefinsurance.co.uk](mailto:enquiries@eefinsurance.co.uk)

---

---

# COMPREHENSIVE RESOURCE SOLUTIONS

## EXPERTS IN ENGINEERING & MANUFACTURING

---



With our partner  
JAM Recruitment

Working with our partner JAM, we have created a service to identify and source the skills and talent that members need for cost effective growth. Our resource solution offers a unique blend of services and tools that are built specifically around business objectives and challenges, covering all functions from technical skills to white collar management.

### **About our partner**

JAM has been operating for 12 years as a resource solutions provider for the engineering and manufacturing industries and has placed over 10,000 professionals. They differentiate themselves by using sector knowledge, established candidate networks and leading edge search techniques to ensure they help clients and candidates achieve their goals. JAM has been shortlisted in the 'Best Engineering Recruitment Agency' category at the Recruiter Awards 2013.

---

**JAM provides access to a dedicated team of engineering and manufacturing specialists.**

**Our tailored resource solutions offer:**

- ✓ Outsourced solutions – Recruitment Process Outsourcing (RPO), Managed Services Provider (MSP) and a range of bespoke solutions
- ✓ Direct recruitment – access to contract and permanent jobseekers with the skills you need
- ✓ Review, advice and management of your recruitment processes, employer brand and KPIs including cost and time to hire
- ✓ Access to an established network of over 3.8m candidates
- ✓ Added-value services including sector intelligence and advice on employment trends and market conditions

**Our tailored resource solutions will help you:**

- ✓ Cut recruitment costs
- ✓ Reduce time to hire
- ✓ Get the right skills at the right time
- ✓ Establish your recruitment plans and strategy
- ✓ Position your company as an employer of choice

---

**“JAM’s excellent knowledge of our business combined with the speed at which the consultant was able to contact candidates enabled the overall process to be quick. I would certainly continue using this service and would recommend it to others.”**

---

Mark Ellis, Design Manager, PORTASTOR, Yorkshire



---

**Find out more:**

**Laura Enston**

**Tel:** 0161 905 7927

**Email:** [l.enston@jamrecruitment.co.uk](mailto:l.enston@jamrecruitment.co.uk)

---

---

# EMPLOYEE BENEFITS

## REWARD AND MOTIVATE STAFF AND ATTRACT THE BEST TALENT AT MINIMUM OR ZERO COST

---



With our partner  
Salary Exchange

Working together with our partner Salary Exchange, we have created a portfolio of employee benefits that gives you access to flexible products and services to show your workforce that they're valued. As a member you can access the market leading products and services at an exclusive rate.

The portfolio includes childcare vouchers, a range of salary sacrifice schemes including bikes for work, mobile phones, computers and exclusive discounts and offers from leading high street shops and brand names, delivering employee loyalty and helping your recruitment campaigns.

### **About our partner**

Salary Exchange was established to compliment the work carried out by Team Rewards, who have been a market leader in Employee Benefits for over 10 years. They have over 4,000 clients and a board of 5 Directors who have valuable experience from various employee benefits backgrounds. Salary Exchange offers a professional, innovative service for clients of all sizes and from various sectors.



---

**Salary Exchange offers a portfolio of employee benefits that are designed for your business.**

**Our employee benefits portfolio offers:**

- ✓ Fees that are significantly lower than other providers in the overwhelming majority of cases
- ✓ The flexibility to tailor the solution to meet the changing needs of your business
- ✓ A web based employee benefits platform, aligned with your brand
- ✓ Access to an experienced employee benefits organisation with knowledge and expertise in the manufacturing industry

**Our employee benefits portfolio will help you:**

- ✓ Motivate existing staff and attract the best talent
- ✓ Support your pay negotiations with a cost effective way to add value to your employment packages
- ✓ Save money by offsetting your national insurance contributions
- ✓ Cut your existing employee benefits spend
- ✓ Free up resources with an affordable fully managed service that minimises your administrative burden

---

**“The costs for all benefits were very competitive. The branded site itself carried no cost, we anticipate the bike scheme will save the company money, and the childcare voucher scheme carried a far lower service charge than another provider we considered whose cost was 75% higher. Overall I really believe the whole package sells itself!”**

---

Joanne Huckerby, Head of Human Resources – Aerospace Division, Sigma



**SalaryExchange**

**Find out more:**

**Tel:** 0333 2000 104

**Email:** [info@salary-extras.co.uk](mailto:info@salary-extras.co.uk)

---

---

# ENERGY SERVICES

## REDUCE YOUR ENERGY COSTS AND CONSUMPTION

---



With our partner  
**ENER-G**

Working with our partner ENER-G, we have created services that provide solutions to the biggest challenge our sector faces – rising energy costs. We have combined ENER-G’s energy, carbon and water consultancy knowledge with EEF’s environmental expertise to provide a comprehensive range of services that reduce energy consumption, deliver cost savings and achieve environmental targets.

### **About our partner**

ENER-G was established in Salford, Greater Manchester in the 1980s and during the past 20 years, has grown rapidly – both organically and through strategic acquisitions.

This growth has allowed today’s ENER-G Group to achieve a strong global presence in the energy industry, in countries including the Netherlands, Italy, Romania, Poland, Hungary, South Africa, Mexico and USA. ENER-G products are vast, ranging from building energy management systems and metering solutions, to onsite generation, such as combined heat and power, anaerobic digestion and heat pumps.

---

**ENER-G provides access to a dedicated team of experts who will find the most competitive rates for your business energy and deliver strategic carbon reduction initiatives to control operational costs.**

**Our energy services offer:**

- ✓ Discounted energy procurement, risk management and supplier management services
- ✓ Consultancy services designed for manufacturers' needs, including complex energy mapping, energy efficiency and renewables investigations, technical, conceptual and performance specifications and intensive energy reduction programmes
- ✓ Market leading data management solutions, including bespoke consumption reporting to monitor energy usage and identify areas to cut costs
- ✓ Invoice validation and cost recovery services, to validate billing accuracy and resolve discrepancies
- ✓ Advice and guidance from a team who understands the challenges of manufacturing, such as volume volatility and on-site generation mix

**Using our energy services will help you:**

- ✓ Compare reputable energy suppliers to identify the most competitive market prices and terms for your business
- ✓ Save valuable time and resource by letting us manage your contract renewal process and on-going supplier relationship
- ✓ Ensure a strategic approach to energy and carbon management to ensure legislative compliance and return on investment
- ✓ Understand your consumption to identify inefficiencies and deliver cost reductions
- ✓ Make informed energy decisions with regular energy market reports and industry updates

---

**“One of the key selling points for us was that EEF had done all the hard work in terms of due diligence, having been through an 18 month process before choosing ENER-G as their preferred partner. That gave us an extra level of assurance.”**

---

Darren Amos, Environmental Services Manager, Sulzer Pumps



---

**Find out more:**

**Tel: 01527 855033**

**Email: [eefenergyservices@energ.co.uk](mailto:eefenergyservices@energ.co.uk)**

---

---

# HEALTHCARE

## VALUABLE EMPLOYEE HEALTHCARE FOR YOUR WORKFORCE

---



With our partner  
Westfield Health

Working with our partner Westfield Health, we have created a product designed to suit the needs of every EEF member. Our simple and innovative corporate healthcare plan costs from as little as £1 per week, per employee and delivers a wide range of employee benefits.

Our Cash Plan provides employees with a healthcare benefit that can help reduce sickness absence, keep a motivated and engaged workforce and can be a key route to adding value during pay reviews and pay settlements.

### **About our partner**

Established in 1919, Westfield Health is one of the most successful and secure health insurers in the UK. As a not for profit organisation, customers have always been at the heart of everything they do. Their caring culture and values, together with a commitment to strong corporate social responsibility, are key components in their lasting success.

Westfield Health continually strive to deliver innovative healthcare plans, backed by excellent customer service and are proud to be a multi award winning provider.

---

**Westfield Health provides employees with a healthcare benefit, helping you to reduce sickness absence, improve negotiations during pay reviews and keep employees motivated and engaged.**

**This bespoke cash plan offers:**

- ✓ A corporate paid healthcare cash plan for your workforce from just £1 per week
- ✓ 100% reimbursement, up to set limits, for dental and optical care, dental trauma and therapy treatments for your employees
- ✓ Access to scanning facilities that can lead to early diagnosis and intervention
- ✓ Cover for children and partners
- ✓ A 24 hour GP telephone consultation service
- ✓ Existing conditions covered

**This bespoke cash plan helps you:**

- ✓ Attract and retain staff with healthcare and financial benefits
- ✓ A key route to adding value during pay reviews and pay settlements
- ✓ Improve staff morale, motivation and productivity
- ✓ Reduce sickness absence and related costs
- ✓ Support your employees' work-life balance

---

**“Especially in today’s difficult economic climate, pay negotiations are not always viable, so a company-paid health cash plan provides an ideal alternative.”**

---

Maureen Howarth, Personnel Director at Lupton Place Ltd



---

**Find out more:**

**Tel:** 07789 720532

**Email:** [scooper@westfieldhealth.com](mailto:scooper@westfieldhealth.com) or

**Tel:** 0114 250 2384

**Email:** [businessenquiries@westfieldhealth.com](mailto:businessenquiries@westfieldhealth.com)

---

---

# RECRUITMENT SERVICES

## PROVIDING AN OUTSOURCED RECRUITMENT SOLUTION

---



With our partner  
CPH Consulting

Working with our partner CPH Consulting, we have created a service that supports members to overcome the challenges faced by skills shortages. Our direct recruitment service gives members their own 'internal' recruiting capability, which embeds an experienced recruiter into your business to manage the end-to-end recruitment process.

The service provides you with a recruitment expert, branded as your employee. You gain an embedded resource with the capabilities to utilise direct recruiting channels to identify the best candidate for your business.

### **About our partner**

CPH have been operating since 2005 delivering RPO (Recruitment Process Outsourcing) / direct recruiting solutions. Their services have saved over £3.5 million in recruitment costs to date, by improving recruitment processes and managing key recruiting metrics.

CPH typically work with companies that are planning to hire between 25-500 new staff in any given year and operate across a variety of market sectors including engineering, technology, telecoms, business services and healthcare.

---

**CPH provides embedded expert recruiters to manage your end to end recruitment process and reduce cost.**

**Our direct recruitment service offers:**

- ✓ Access to a tried and tested direct sourcing model
- ✓ Managed recruitment from initial vacancy approval through to the on-boarding of new employees
- ✓ Selection and assessment, offer and associated negotiation, reference checking and new employee engagement

**Our direct recruitment service will help you:**

- ✓ Reduce recruitment costs by up to 50% per hire
- ✓ Reduce 'time to fill' vacancies to get the right skills at the right time
- ✓ Reduce the involvement of management time in the recruitment process by up to 40%
- ✓ Reduce first year employee attrition rates

---

**“The CPH recruitment team has been onsite at MAHLE Powertrain since for six months and we are already realizing benefits in terms of reduced agency usage and the quality of hires we are making.”**

---

Ian Shaw, HR Manager, MAHLE Powertrain



---

**Find out more:**

**Craig Sweeney**

**Tel: 07949033050**

**Email: [csweeney@cphconsulting.co.uk](mailto:csweeney@cphconsulting.co.uk)**

**Jerry Wright**

**Tel: 07775858755**

**Email: [jwright@cphconsulting.co.uk](mailto:jwright@cphconsulting.co.uk)**

---

---

# R&D TAX CREDITS

## HELPING YOU SECURE YOUR R&D TAX RELIEF

---



With our partner  
Leyton

Working with our partner Leyton, we have created a service that helps members secure government tax credits for research and development. The scope of activities eligible for R&D tax credits is so vast that over half of the companies that are entitled to claim do not. Many of these activities are frequently undertaken by EEF members. This service gives you access to expertise to assess eligibility with no cost or obligation.

### **About our partner**

Founded in 1997 Leyton has grown to become an international consultancy with a flagship product of Research and Development (R&D) Tax Relief and Credits. They have experience of working with a range of companies; from start-ups to multi-national organisations. Due to the technical and financial expertise of their consultants, Leyton is in an unrivalled position within this niche area of tax, having generated savings of nearly £200m for its client base last year.



---

**Leyton provides advice and support in claiming or optimising your R&D tax relief credits.**

**Our R&D tax credits service offers:**

- ✓ Free consultation to identify your company's eligibility for the relief
- ✓ Specialist technical and financial consultants with experience across a number of disciplines including manufacturing, electronics, chemical and mechanical engineering, software development, automation and pharmaceuticals
- ✓ Free defence of claims – Leyton will defend, free of charge, all EEF member claims submitted with Leyton in the event of an enquiry or audit by HMRC
- ✓ Clarity and consistency of a dual approach drafting both the technical and financial reports

**The R&D tax credits service helps you:**

- ✓ Increase your likelihood of a successful claim
- ✓ Minimise the impact on your cash flow with discounted rates and increased 60 day terms
- ✓ Discover your eligibility with no financial commitment
- ✓ Identify future opportunities for tax credits with training, education and support

---

**“Working with consultants who understood our activities, simplified the claim process and resulted in a substantial tax relief for our company. We are happy to recommend Leyton services.”**

---

Paul Haggerty, Group Operations Director, Richard Burbidge

---

**LEYTON**

**Find out more:**

**Tel:** 020 7043 2300

**Email:** [contact@leyton.com](mailto:contact@leyton.com)

---

---

# HOW WE SELECT OUR PARTNERS

---

Selecting the right partner is key to the continued success of EEF Advantages. From the time at which the needs of the membership are identified, we embark on a tender process that can take as long as 18 months. We undertake due diligence on all partners prior to contracting to make sure they are right for you, so it is time well spent.

Member need identified

Create a working group with product and market expertise, bringing together EEF's experts with external specialist consultants, scope the requirements and agree selection criteria

Research the market and identify industry leading providers, including members, who meet the requirements and criteria, invite to tender and issue a 'request for proposal'

Conduct an initial meeting with all tenderers to review their service proposal and score against agreed criteria

Undertake due diligence on all candidates to include financials, experience and coverage and shortlist the top scoring providers

Invite shortlisted providers to interview with the EEF team and external experts, score against agreed criteria and select a supplier that meets the supplier criteria

Final verification by vetting references

Contract with the partner to agree partner engagement with members and establish ongoing management

---

# OUR PARTNERS

---



Tel: 07949033050  
Email: [csweeney@cphconsulting.co.uk](mailto:csweeney@cphconsulting.co.uk)  
Tel: 07775858755  
Email: [jwright@cphconsulting.co.uk](mailto:jwright@cphconsulting.co.uk)



Tel: 01527 855033  
Email: [eefenergyservices@energ.co.uk](mailto:eefenergyservices@energ.co.uk)



Tel: 0161 905 7927  
Email: [l.enston@jamrecruitment.co.uk](mailto:l.enston@jamrecruitment.co.uk)



Tel: 020 7043 2300  
Email: [contact@leyton.com](mailto:contact@leyton.com)



Tel: 0800 731 2606  
Email: [enquiries@eefinsurance.co.uk](mailto:enquiries@eefinsurance.co.uk)



Tel: 0333 2000 104  
Email: [info@salary-extras.co.uk](mailto:info@salary-extras.co.uk)



Tel: 0114 250 2384  
Email: [businessenquiries@westfieldhealth.com](mailto:businessenquiries@westfieldhealth.com)

---

[www.eef.org.uk/membership/advantages](http://www.eef.org.uk/membership/advantages)  
Tel: 0207 654 1500

---