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Atkins engineers a state-of-the-art Total Reward Scheme worthy of global implementation

Multinational engineering and design consultancy, Atkins, has just introduced on-line Total Reward Statements for 670 staff across its UK based offices, through full service benefits provider, Vebnet. As the UK's largest engineering company, this move supports a broader global communication strategy to educate and highlight to employees worldwide the full value of the Atkins' reward proposition.

The company, which was named among the "20 Best Big Companies to Work for 2007" by The Sunday Times, first trialed paper-based Total Reward Statements in the UK in 2005. The response to this was very positive and included the recommendation to deliver Total Reward Statements on-line.

Following a thorough selection process, Atkins proceeded with Vebnet based on the company's reputation, sound track record and high profile client base. Total Reward Statements have subsequently been issued to the UK director population from the beginning of 2008.

Alun Griffiths, Group HR Director at Atkins explains, "Introducing on-line Total Reward Statements has consolidated our strategy to clearly communicate our benefits and rewards proposition to employees. Initial feedback has been extremely positive and we are now proceeding with plans to extend the Total Reward Scheme globally to the USA, the Middle East and China, later this year."

Vebnet is currently working on more complex templates which will define the overseas remuneration packages for Atkins employees. Marcus Underhill, Head of Flexible Benefits explains, "Long term, this is a very exciting package for Atkins and we are keen to demonstrate our flexibility and understanding of benefits packages all around the world through swift, accurate and efficient implementation of the Atkins scheme in the UK and globally."

Atkins currently employs 12,000 staff in the UK and 17,000 globally with offices in Europe, USA, Middle East and China. Ultimately Total Rewards Statements will be introduced to senior management at all Atkins locations around the world.

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About Atkins

Atkins (www.atkinsglobal.com) plans, designs and enables the delivery of complex capital programmes for clients in the public and private sectors across the globe. Atkins is the largest multidisciplinary consultancy in Europe; the largest engineering consultancy in the UK; and the world's fifth largest design firm.

Atkins was named among the "20 Best Big Companies to Work For 2007" by The Sunday Times; The Times Top 100 Graduate Employers 2007; and The Times Top 50 Companies Where Women Want to Work 2007. The company was also sector winner in the Target National Graduate Recruitment Awards for the second successive year in 2007.

About Vebnet

Vebnet specialises in the development, deployment and support of internet based technology for flexible benefits and total reward statements. Founded in 2000 and subsequently listed on AIM (2003), Vebnet has rapidly become the leading provider of this technology. Through significant, specialist experience of the employee benefits market, Vebnet is able to identify the real business case behind implementing flexible benefits. This ensures that clients are able to achieve a rapid return on investment. Vebnet launched its FIX&FLEX® product in 2002, which is now distributed via leading benefit consultants and a range of other strategic partners. Customers include Britannia Building Society, Heineken, Informa, JPMorgan, Nationwide, WC, SonyBMG and Virgin. www.vebnet.co.uk

- For Organisations, Vebnet solutions offer a branded vehicle to communicate the value of their total rewards, help differentiate themselves from competitors, harmonise terms and conditions and deliver tangible results to the bottom line.
- For HR, Vebnet solutions simplify benefits administration and strengthen reporting and management capabilities, aiding the campaign to recruit, motivate and retain employees.
- For employees, Vebnet solutions enable organisations to provide appealing and valued benefit choices and show individuals just how much investment is made into their benefit packages. Access is available 24/7 with internet connection for an intuitive and engaging experience.
- For global companies, Vebnet solutions provide the functionality to offer benefits to employees internationally, online and in multi-currency formats.
- A cost-neutral voluntary benefits programme from Vebnet bundles tax efficient salary sacrifice arrangements together, to offer employees more benefit choices.