

Medical Check-Ups

Currently, 68% of participating organisations offer regular medical check-ups to executive staff over 40 years of age, with 51% offering regular medical check ups to clerical staff over 40. This can take the form of a full medical check or a more basic health screening such as well-man or well-woman check-ups. Of those offering regular medical check ups, 73% have no age restrictions, though the remainder provide medicals only to those over a certain age, or provide them more frequently to older staff. The percentage of organisations offering this benefit has fallen since that reported last year. Seventy-one percent offered medicals to their most senior staff in 2014.

To provide a view of typical practice, the tables below indicate the availability of check-ups by seniority for two age groups; for those over 40 years of age and for those under 40. We have selected 40 years of age as it is the most frequently used separator where age is used to restrict the availability of this benefit. Some companies use other age limits such as 35, 45, or 50.

MEDICAL CHECK-UPS – EMPLOYEES OVER 40 YEARS OF AGE

% Companies

	Executive Mgmt	Senior Mgmt	Middle Mgmt	Junior Mgmt	Supervisory	Clerical
Annual medical	45	45	33	31	28	28
Bi-annual medical	21	20	20	20	20	20
Every 3 years	2	2	3	3	3	3
No provision	32	33	44	46	49	49

MEDICAL CHECK-UPS – EMPLOYEES UNDER 40 YEARS OF AGE

% Companies

	Executive Mgmt	Senior Mgmt	Middle Mgmt	Junior Mgmt	Supervisory	Clerical
Annual medical	30	31	24	23	23	23
Bi-annual medical	29	26	21	20	18	18
Every 3 years	2	2	3	3	3	3
No provision	39	41	52	54	56	56

Of those organisations offering regular medical checks, 67% offer a full medical at senior and executive management levels whereas 50% do so at supervisory and clerical levels. The remainder provide access to a more basic well man/well woman screening. We note that status and, to some extent, age, remain factors in determining eligibility for this benefit, and the frequency of medicals. At senior levels age is less of a factor.

Gym or Sports Club Membership

The percentage of participating companies contributing to the cost of sports club or gym membership has dropped in the last year from 33% to 30%. An additional 10% of companies have negotiated reduced membership deals for their staff with health clubs or gyms though they pay no contribution towards the fees.

Over the last few years we have seen a small increase in the percentage of participating companies assisting employees with the cost of gym/health club membership, as a means of improving both their employment package and their employees' health. The reduction this year is a result of changes in the sample.

Only 1% of companies report paying the full cost of membership, the majority preferring to control the cost to the company and ensure the employee's commitment to utilising the gym by making a personal contribution.

In over 90% of cases, the employer provides the same level of this benefit to all staff, with the remaining minority offering subsidised gym membership to middle management staff and above only.

GYM OR SPORTS CLUB MEMBERSHIP

% Companies

	2015	2014
Fully paid	1	-
Contribution paid	29	33
Reduced rates offered (employee cost)	10	10
Not provided	60	57

The table below indicates the typical annual cost per employee of subsidising gym membership. Changes in lower and upper quartile values since last year are due to sample changes. The median value of gym membership is unchanged since 2012.

VALUE OF GYM MEMBERSHIP

£ per annum

	2015	2014
Lower Quartile	210	229
Median	400	400
Upper Quartile	500	566