



PEOPLE  
SOLUTIONS

# Lockton People Solutions Ireland

Making your people, our business



# OVERVIEW

Lockton is the world's largest privately owned insurance broker.

Lockton's private ownership empowers its 9,000+ Associates doing business in over 125 countries to focus solely on clients' risk and insurance needs. With expertise that reaches around the globe, Lockton delivers the deep understanding needed to accomplish remarkable results.

Our 97% client retention rate speaks for itself.

9,000<sup>+</sup>

Associates

97%

Client retention rate

27%

Organic growth in 2022

65,000<sup>+</sup>

Clients in over 125 countries

100<sup>+</sup>

Offices worldwide

\$2.69bn

Global revenue

\$49bn<sup>+</sup>

Premiums placed

90%

Reinvestment due to our private ownership

\$5m<sup>+</sup>

Annual charitable donations

## LOCKTON PEOPLE SOLUTIONS IRELAND

Your people are unique.  
The way you support and  
engage them should be too.

For employers looking to differentiate their employee value proposition, a carefully tailored employee benefits package is a powerful tool. At Lockton Ireland, we combine global reach and local expertise with a family business mentality. We are ready to support you in the design, implementation and communications of a benefits offering that reflects your business and sets you apart.

Our team will design, implement, communicate and run a transparent and cost-effective benefits package. Working closely with you, we will create a package that meets both the needs of your employees, and the aspirations of your business. By nurturing strong relationships with leading providers in the marketplace, we can ensure that you get the maximum value and impact for your spend, while ensuring impartiality at all times.

We develop meaningful relationships with our clients, taking the time to explore your business dynamics and employee needs. By understanding those specific needs, we can deliver targeted and impactful advice. Our specialist team will help you navigate this highly regulated, complex and fast-moving environment, to achieve the right solution for your business – no matter its industry, size or location.



## HOW WE SUPPORT OUR CLIENTS



Senior Leadership Team,  
each with over 25 years'  
market experience



Truly client focused  
advisory approach



Experienced,  
multidisciplinary  
consultants



Intelligent use of  
technology and data



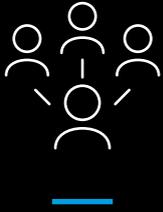
Domestic and global  
consulting capabilities



Impartial advice

## OUR SERVICES

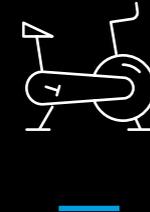
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Consultation on, and review of, overall benefit packages



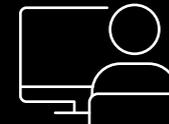
Pensions



Healthcare and wellness



Life and Disability Insurance



Employee advice and communications

## CONSULTATION ON AND REVIEW OF OVERALL BENEFIT PACKAGES

Benefits packages are a significant employer spend and historically, they have been undervalued. After salary, potential bonus, and social insurance, a company's benefits offering is their highest cost. Arguably, there is a lot of lost value in this spend and occasionally, a lack of employee understanding or appreciation of the benefits provided.

Recently, we've seen the emergence of environmental, social, and governance (ESG) trends, along with much greater awareness of mental, physical and financial wellbeing needs. Both of these factors are now influencing benefits design. This is driving a shift in thinking, towards a more positive and flexible approach to benefits redesign and expansion.

Changes in the benefits package you provide can be driven by legislative change such as IORP II, short-term sickness legislation, and pension Auto Enrolment. So, it's vital to build benefits packages that meet your employees' evolving needs through their life stages, or that reflect a changing working model. That way, as a business you are much better placed to attract and retain the talent you are looking for. Increasingly, we're also seeing benefits packages being tailored to meet the needs of specific groups.

**We can help you review, assess and redesign your benefits package with the following services:**



Reviewing appropriateness of benefits offering



Business case development for package redesign



Reviewing value for money



Provider selection



Benefits redesign



Employee communication and engagement support

# PENSIONS



Employers are looking to deliver effective, well-managed pension schemes that meet the required governance standards. We help organisations to build the appropriate pension model, designed to answer the needs of your organisation as well as those of your employees, today and in the future.

## We can help employers with:



Making sure your plan is fit for purpose



Making your plan cost-effective



Ongoing oversight of providers and advisors



Guidance with regulatory change, such as IORP II in 2022 and Auto Enrolment for 2024



Creating value for money for your members



Driving greater engagement and appreciation of pension benefits



Advising members at pre- and post-retirement stage

# HEALTHCARE AND WELLNESS

Comprehensive support for health and wellbeing is now one of the most highly valued elements of any benefits package. While private medical insurance has always been the traditional offering, employers are now expanding this to include a more holistic provision to cover financial, physical and mental health.

With over 330 different health insurance plans available in the Irish market, employers need support in identifying the right plan for their employees. Our team can help you to identify and deliver these crucial emerging wellness trends. We deliver impartial advice across all three providers in the market, to ensure your employees get the best cover for their needs and your budget.

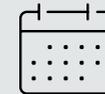
## Our services include:



Wellness program design



Health and wellness provider selection



Program renewal management



Wellness program reviews



Negotiation of terms



Education and employee engagement support

# LIFE AND DISABILITY INSURANCE

Life and Disability insurance is the foundation of any Irish employee benefits offering. And we know that while it's important to ensure an appropriate benefits design, costs are a key factor for employers. From major global insurers to local Irish insurers, our impartiality means we can objectively engage with the whole market to source the best, most cost-effective solutions for your business and employees.

Lockton works closely with the key insurers to build a collective and diverse pool of benefits for you to choose from. As brokers, we will identify and recommend the options you need to create an integrated, comprehensive solution that matches your unique requirements.

## Our services include:



Benefits design



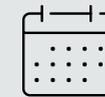
Plan reviews



Employer cost review exercises



Communication of risk benefits



Renewal management



Claims management

## EMPLOYEE ADVICE AND COMMUNICATIONS

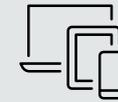
The world of benefits can be confusing for employees to navigate and understand. As a result, employees are not engaged – and employer spend does not result in value for money. At Lockton, we make it our business to strip away the complexity and create an experience that demystifies benefits, and creates interest and engagement with your employees.

Through a combination of digital tools, face-to-face engagements and advice during key life events, Lockton can help your employees make the best decisions for their overall financial wellbeing.

The right message, delivered in the right way and at the right time, can have a very substantial impact on the overall retirement outcomes for staff.

We support our approach with data-driven analysis. This allows us to demonstrate the powerful impact of tailored communications and advice on member engagement – and subsequently, the impact on outcomes.

### Our services include:



Introducing digital technology



Review of existing communication materials



Tailored webinars and targeted communications



Face-to-face support from a range of experts

## WHAT MAKES US DIFFERENT?

We are an advice-led and solution-focused team. Our approach enables us to deliver appropriate and innovative benefits packages that ensure value for money and independence from providers. We look to take away the burden of administration and management, while our multidisciplinary team works in true partnership with you, to answer your needs.

“

*We appreciate that you are always available for a quick call or a meeting – even at short notice.*

“

*Lockton recognises that benefits strategy and administration is as much about heart as it is about the bottom line.*

“

*Lockton are approachable, knowledgeable and proactive with our account; it is great to have our service managed locally.*

“

*To be honest, we didn't go into the tender process expecting to make a change, but we really liked what we saw and heard from Lockton.*

“

*We greatly appreciate your ability to explain the technical detail in a very clear and helpful way.*

## GET IN TOUCH



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Stay connected

Making your people our business



Lockton Insurance Brokers (Ireland) Ltd. is regulated by the Central Bank of Ireland.