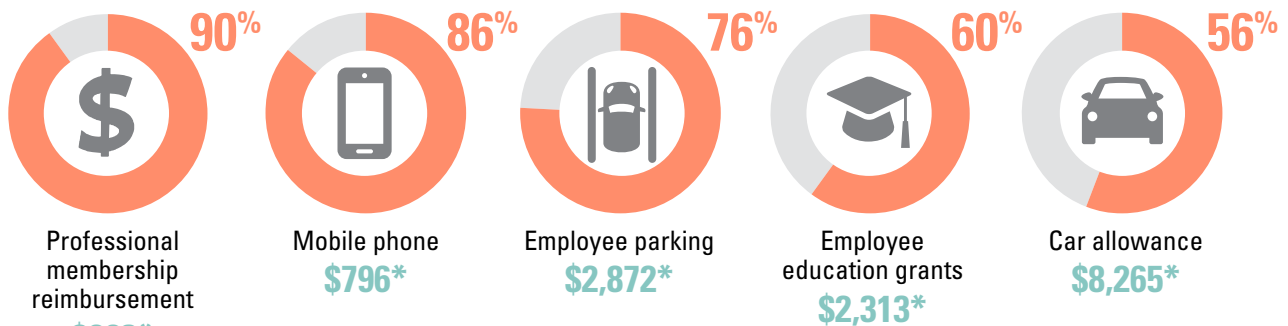


# quick look perking up at work

The Conference Board of Canada *Perks at Work* report surveyed 324 organizations across Canada about perquisites they offer to supplement their total rewards packages. The report notes that perquisite offerings vary by organization, industry and sector but that, across the board, perks can improve employee engagement and commitment. Responding public sector organizations were more likely to offer on-site child care and fitness centres, while private sector organizations were more likely to provide financial planning assistance, subsidized meals and fitness reimbursements. On the high end of perks are *perquisite allowances*, which are lump sums offered almost solely to executives to cover the cost of their choice of perquisites. The following information is based on the answers of responding organizations.

## Most Common Perks



\*Average annual value per eligible employee



of responding organizations offer health risk assessments (HRAs). HRAs are being considered by an additional 4% of responding organizations, making them the most common perquisite offering under consideration.

## Health and Wellness Perks



- 42% Offer on-site fitness centre
- 40% Offer fitness reimbursement
- 28% Offer corporate gym membership
- 71% Offer at least one of the three perks above

Source: *Perks at Work*, April 2018, the Conference Board of Canada.

## Annual Perquisite Allowance

(Typically Offered Only to Executives)

