



KPMG Elements Reward & Benefit Technology

A KPMG Service for G-Cloud 15



Elements – Bring your Employee Value Proposition to life: one platform, seamless integration



Elements Reward & Benefit Technology



Service Description:

KPMG's technology and reward experts have developed a suite of solutions to bring your Employee Value Proposition (EVP) to life.

Our cost effective solutions work on any device to improve engagement of your whole workforce where-ever they are based.

Our integrated MI dashboard, employee communications dashboard and HR administration module provides insights and efficiencies to support you to deliver an engaging EVP.



Why KPMG Elements?

- KPMG take an independent approach i.e. total independence to choose the preferred benefit providers / brokers.
- Fit for purpose and bespoke technology, unlike templated discount platforms.
- Powerful MI & Communications capabilities to help with measuring Employee Engagement and supports strategic development.



Our service features

- Communications hub
- Employee benefits
- Flexible benefits
- Total Reward Statements (TRS)
- Voluntary benefit access
- Document Portal
- Letter generation functionality
- Employee recognition
- Easier administration of employee benefits
- Payroll reporting for benefits
- Provider reporting for benefits
- National Minimum Wage compliance checks
- Self Service survey functionality
- Access to online payslips
- Central hub to third party providers
- Single sign-on access to third party providers
- Single sign-in to the platform for seamless employee experience

Our Modules

01

Elements Hub – Your employees. Your voice. Your purpose

Elements Hub is a modular solution allowing you to host all aspects of your EVP, spotlighting particular initiatives such as; ESG, cost of living support and wellbeing.

02

Elements Flex – an interactive virtual shopping experience

Our flexible benefits module allows employees to access valuable tax & NIC savings and corporate discounts demonstrating your commitment to financial wellbeing.

03

Elements TRS – showcasing total reward

Our Total Reward Statement (TRS) module can be configured to value and display all aspects of employees' reward to support with recruitment and retention. Custom messaging allows you to draw attention to particular features of benefits e.g. supporting the green agenda, or new benefits to highlight your continued investment in employees.

04

Elements Recognition – recognise hard work and contributions

Enable colleagues to recognise and thank each other. As well as receive thanks from leaders both publicly and privately. The tool can be tailored to support your values and performance metrics.

05

Elements Insights – management information and communication made simple

Our integrated self-service management information dashboard provides instant access to a range of reports and real time data to reduce administration and draw valuable insights to support decision making. Our self-service communications dashboard allows you to quickly send communications to employees via email, SMS and pop up messages.

Our Approach

01

Onboarding

To ensure we are clear about our scope, approach and comply with essential security guidelines and frameworks applicable to the public sector, we will work with you to set a vision for initial go-live requirements. We will aim to identify any quick wins, which will support positive employee messaging.

02

Project Management function

Setup of Project Management Office to ensure robust governance for implementation and ongoing business as usual activities.

03

Design & Implementation

Systems and Benefit Design, Data interfaces, Technical Integration, Testing and Employee Support options.

04

Evolving

To broaden the offering and adopt sectoral trends, it's essential to regularly review, align and tailor the scheme to keep it attractive for existing workforce and new talent.

05

BAU Transition

This is very important for the success of any project as it directly impacts your employees and their experiences of various lifestyle touchpoints & reporting of monthly pay earnings/deductions to Payroll.

Why KPMG

One dedicated team

At KPMG we ensure you have consistency of service with one dedicated team working to deliver your requirements end-to-end. We don't separate our sales, implementation and BAU teams.

Quality of service

Our forward thinking and personal approach to service delivery always puts our clients first. Our service is unrivalled in the reward and benefits market.

Independence

We do not have 'Preferred Provider Agreements' so are uniquely independent. We will work in partnership with you to source the best employee benefits and solutions for your employees. You can continue to use a broker that you work with or providers you engage with, we already work alongside key players in the market for other clients in a similar way.

Our home-grown technology

Our strategy has always been to focus our proposition to support the effective communication of a client's Employee Value Proposition ("EVP"). To do this, we collaborate with our People, Culture, User experience and Technology teams. This supports the development of our employee facing technology, seamlessly encompassing benefits and reward to deliver the best employee experience.

KPMG owned proprietary software

Our proprietary technology is not reliant upon external third party teams to develop or maintain it. Technology is central to KPMG's strategy, investing heavily in technology with a continuous roadmap to reflect this. We take pride in our agile ability to develop new features and update the platform.

Robust 'backend' technology

Our processing and reporting suite is extremely robust to limit any manual intervention and generate highly accurate reports first time, every time.

Our roadmap...Your input

Our technology development is shaped in partnership with our clients and the latest changes in the market. This customer led approach provides our clients with input into our development roadmap and gives us the agility and flexibility to meet client requests.

Agile development

As a team, and thanks to the way we work with our clients, we listen to their requirements and react in an agile way to develop solutions for them. We don't need to raise change requests with separate development suppliers and it doesn't matter how big or small the client is, we provide each client with the best possible tech & service. This also means our clients can all benefit from the combined developments we release.

Scalability & flexibility

Our platform has been designed to be fully configurable and modular. We have focused on building a feature rich front end that enables complex eligibility rules to drive specific content to groups and / or individuals and enables us to design a highly bespoke 'look and feel'. The platform is scalable and modules can easily be implemented over time to grow with you as your needs change.

Subject matter experts

KPMG are the only flexible benefits provider with inhouse experts in HR, reward, tax and legal services to support on all aspects of your strategy to ensure it is both engaging and compliant.



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