

Case study: Ministry of Defence



Situation

The Ministry of Defence (MoD) wanted to offer service personnel a convenient and quick way of assessing the indicative value of their total remuneration package, incorporating basic pay, specialist pay, individual allowances, pension, and other MoD provided benefits.

Having successfully implemented an online pension calculator for the MoD in 2005, Thomsons Online Benefits were chosen to work on the project due to their unique combination of communication and technological expertise, and their ability to deliver a project of this size on time and to budget.

Action

In April 2008, the MoD introduced an internet-based total reward statement, "The Armed Forces' Benefits Calculator" for its 215,000 personnel. This enabled MoD personnel for the first time to be able to access a range of remuneration-related information from a single dedicated website. This was also made available to potential recruits keen to investigate the type of reward package that might be available, should they choose to join the Armed Forces.

Result

This is the UK's largest ever total reward project. The interactive tool made it much easier for service personnel to make a direct comparison between the total remuneration package offered by the MoD and that offered by civilian employers.

"The Armed Forces' Benefits Calculator is an exciting and innovative project which clearly shows just how competitive the remuneration package our personnel receive is."

Vice Admiral Peter Wilkinson,
Deputy Chief of Defence Staff
(Personnel)
Ministry of Defence



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